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SAN FRANCISCO CIVIL SERVICE COMMISSION  
PERSONNEL REGULATIONS REFERENCE GUIDE  
1978, 1979, 1980, 1981



SF  
C65  
#33  
C2

City and County of San Francisco

Civil Service Commission



PERSONNEL REGULATIONS REFERENCE GUIDE

A Cross-Referenced Subject Index of the Civil Service and Related Provisions of the Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and Other Laws, Regulations, and Court Decisions

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Al Walker or Patrick Barrett, CSC  
Room 154A City Hall

FINAL DRAFT  
July 1978



## I N T R O D U C T I O N

This Personnel Regulations Reference Guide was established because of the needs of personnel officers and other City officials for a current ready reference manual to quickly and accurately locate information pertaining to personnel matters among many pertinent sources. Personnel matters in the City and County of San Francisco are covered by the City and County Charter, Civil Service Commission Rules, and several ordinances of the Board of Supervisors, all of which have been subject to legal interpretation by the City Attorney. The need for a basic reference guide has been recognized and desperately needed for a long time.

The Personnel Regulations Reference Guide is a compilation of the Civil Service and Related Provisions of the City and County Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and Other Laws, Regulations, and Court Decisions.

Copies of all cross-referenced sources cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission.

Comments or Suggestions relating to the Personnel Reference Regulations Guide should be sent to either Al Walker or Patrick Barrett, Civil Service Commission, Room 154A City Hall.

This Reference Guide is current as of July 1978



## SUBJECTS

Subject headings are strictly alphabetical and cross-referenced to related topics or subheadings.

## ABBREVIATIONS

Because of space limitations, certain codes, statutes, and acts were abbreviated. The following is a list and complete spelling of the abbreviations cited:

AB	---	Assembly Bill - California Legislature
ASO	---	Annual Salary Ordinance
Cal.3d	---	California Supreme Court - Third Series
Cal.Const.	---	Constitution of the State of California
Cal. Educ. Code	---	California Educational Code
Cal. Elec. Code	---	California Elections Code
Cal. Gov. Code	---	California Government Code
Cal. La. Code	---	California Labor Code
Cal. Pen. Code	---	California Penal Code
CFR	---	Code of Federal Regulations
EER	---	Employer-Employee Relations Ordinance
Employee Handbk	---	Employee Handbook - City and County of San Francisco
Health & Safety	---	California Health & Safety Code
LMRA	---	Federal Labor Management Relations Act
Military & Vet. Code	---	California Military & Veteran's Code
Ord #	---	Ordinance - S.F. Board of Supervisors
P.L. #	---	Public Law # - Acts of U.S. Congress
S.F. Pol. Code	---	Police Code - City and County of San Francisco
SSO	---	Salary Standardization Ordinance
USCA	---	United States Codes Annotated
USC	---	United States Codes

## CITY ATTORNEY OPINIONS

Opinions of the San Francisco City Attorney are cited by the lettered number assigned to each. The First number represents the year in which the opinion was written and the Second (after the dash) designates the sequence in which written. For example, 78-1 would be read as the first City Attorney Opinion for the year 1978.

Copies of all City Attorney Opinions cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission.



## HOW TO READ THE REFERENCE GUIDE

### COURT DECISIONS

Reported court cases are referred to in terms of Volume, Source (abbreviation) and Page. A citation for 250 Cal. Rptr. 100 would be read as meaning Volume 250 of the California Reporter Series located at page 100.

Details concerning actual scope of the various legal reporters and their abbreviations are fully set out in the Preface pages of the specific reporter.

### ORDINANCES

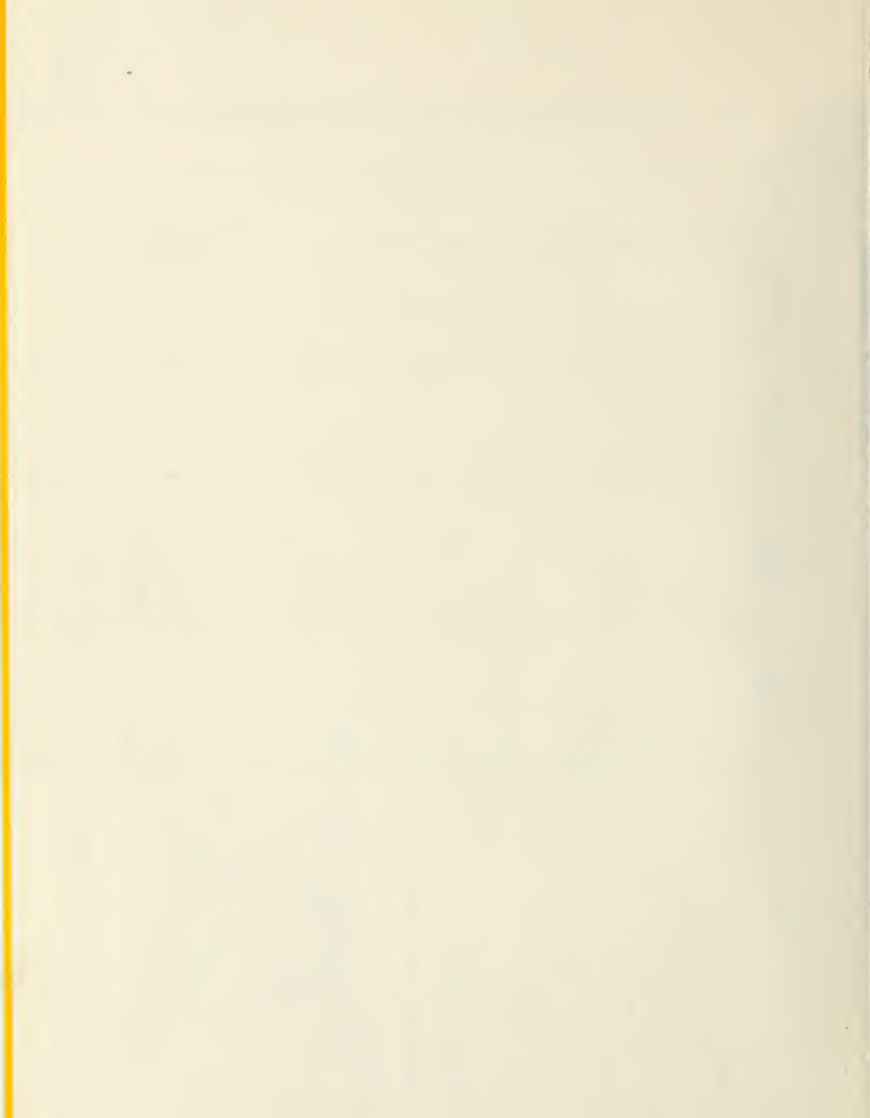
The Annual Salary Ordinance, Salary Standardization Ordinance, and the San Francisco Administrative Code are cross-referenced in the Reference Guide using the abbreviations ASO, SSO, and ADMIN. CODE.

No specific numerical sections are cited to the above ordinances because each ordinance contains a full and complete subject index of its own. The Reference Guide alerts the reader that the subject being researched is also contained in the ordinance. For the specific numerical sections, the index to the ordinance should be consulted.



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SUBJECT

CIVIL SERVICE RULES

CHARTER SECTIONS

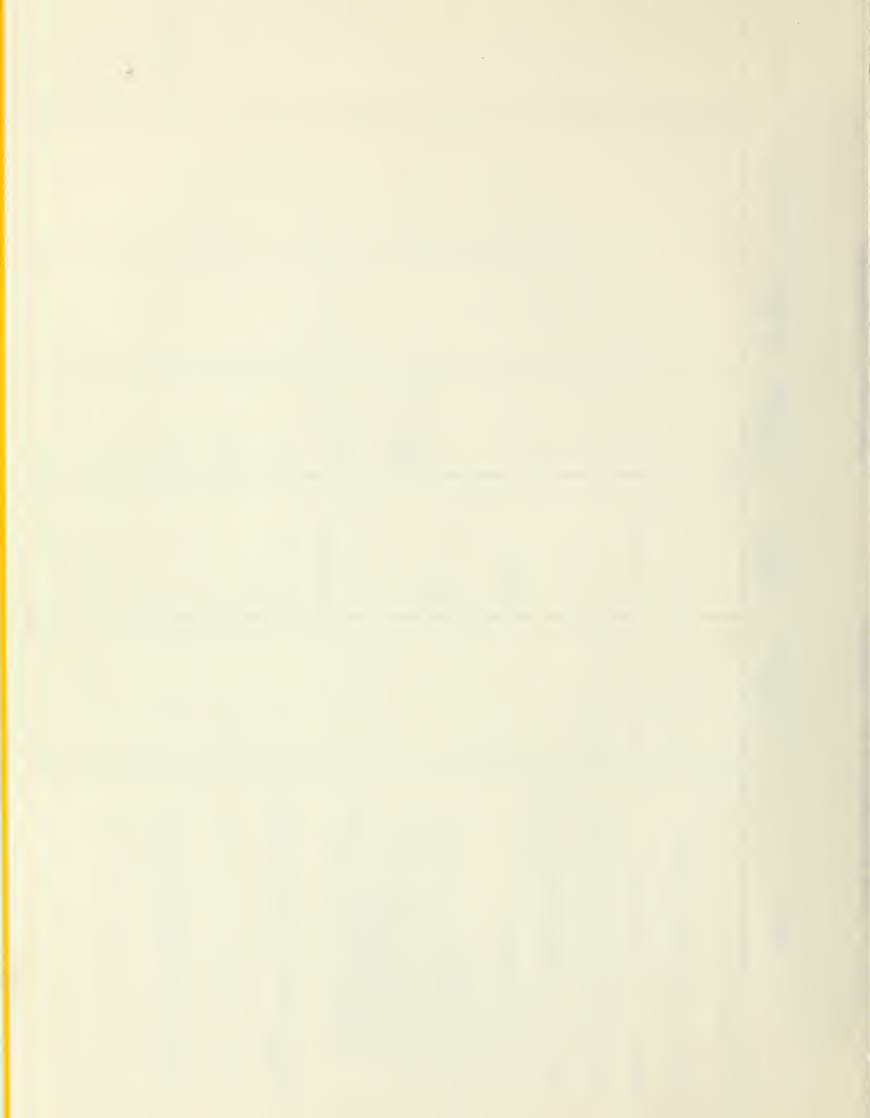
CITY ATTORNEY OPINIONS

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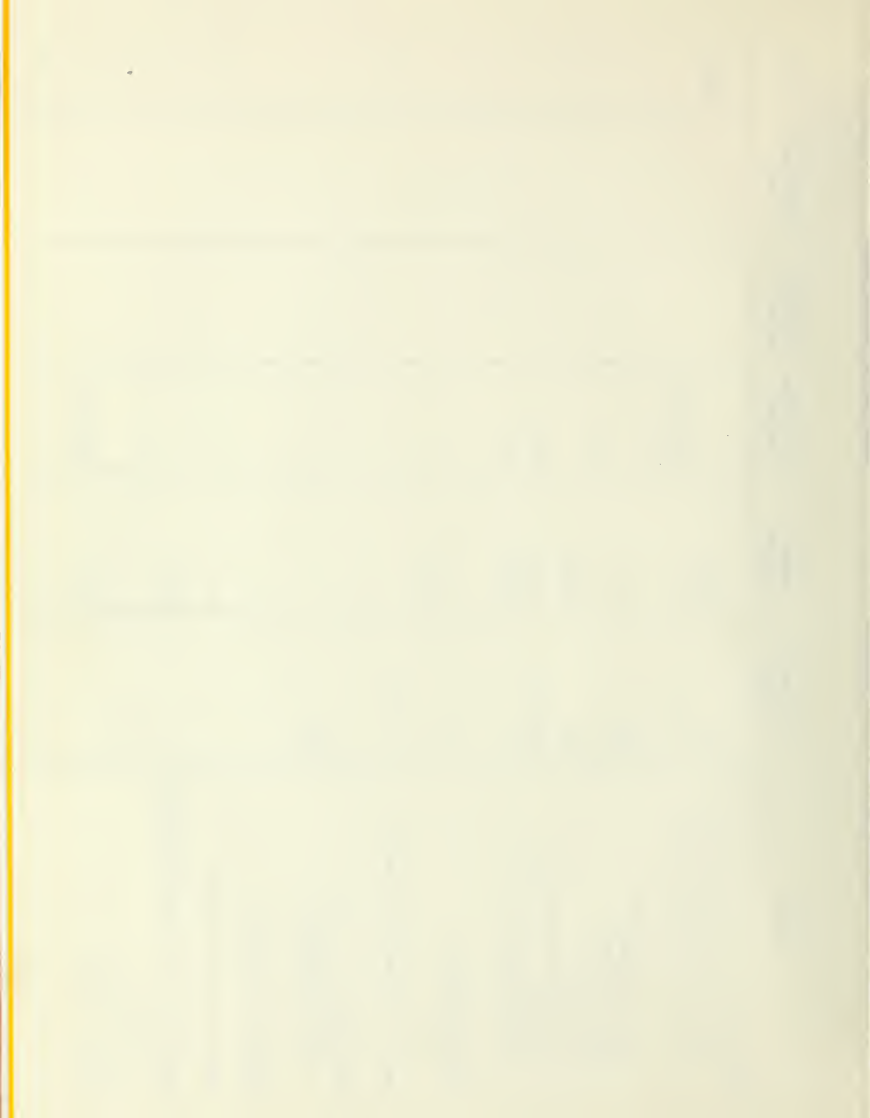
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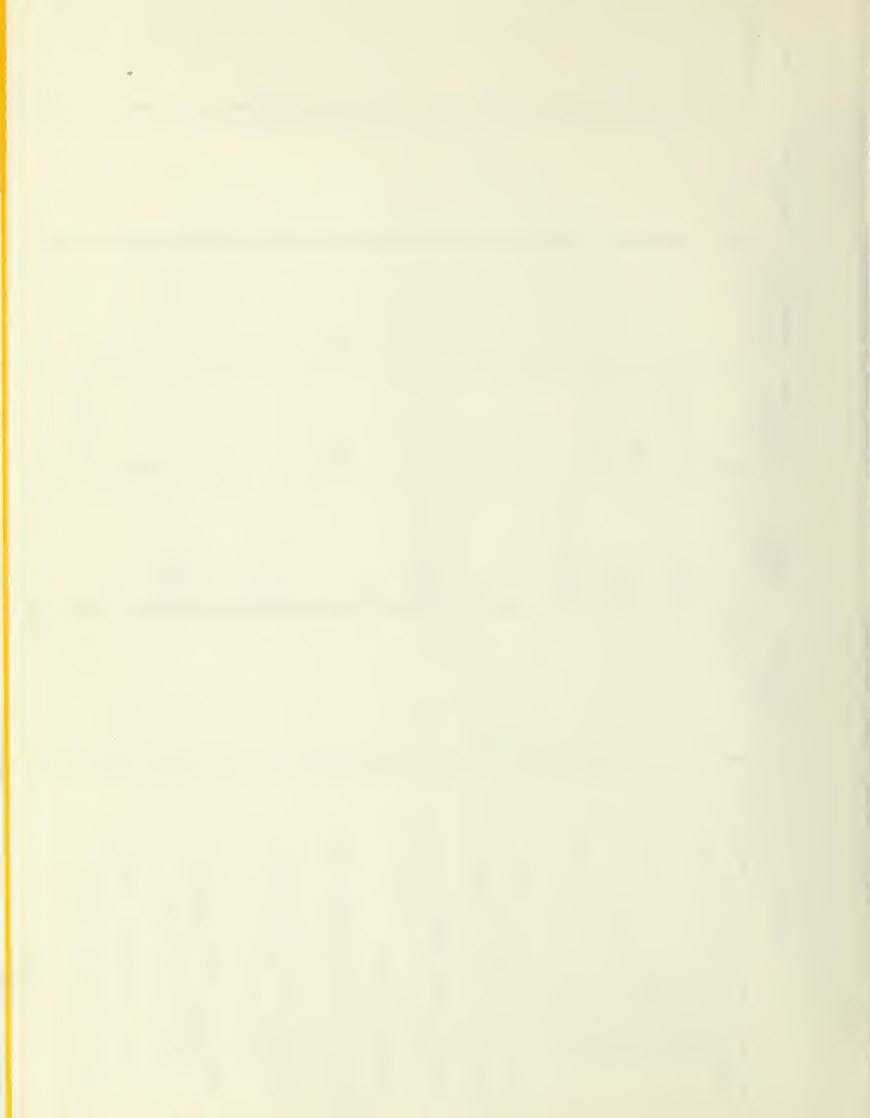
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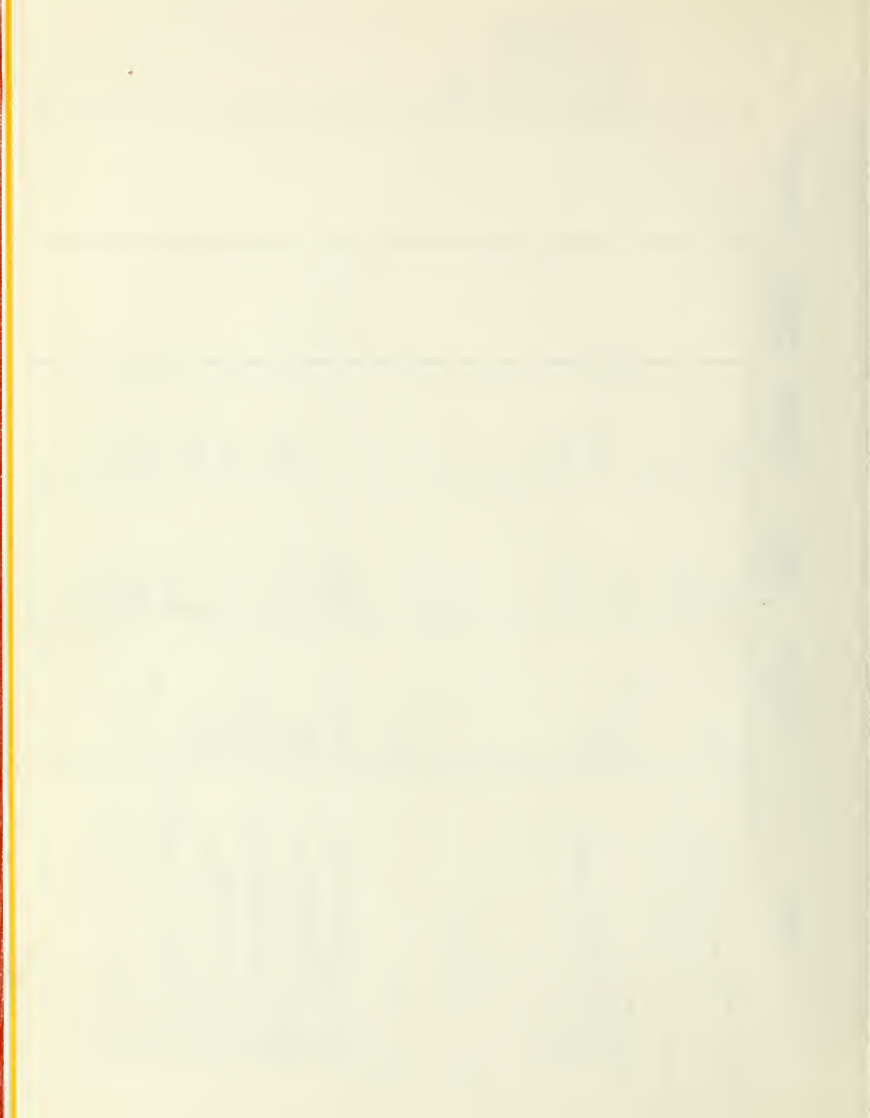
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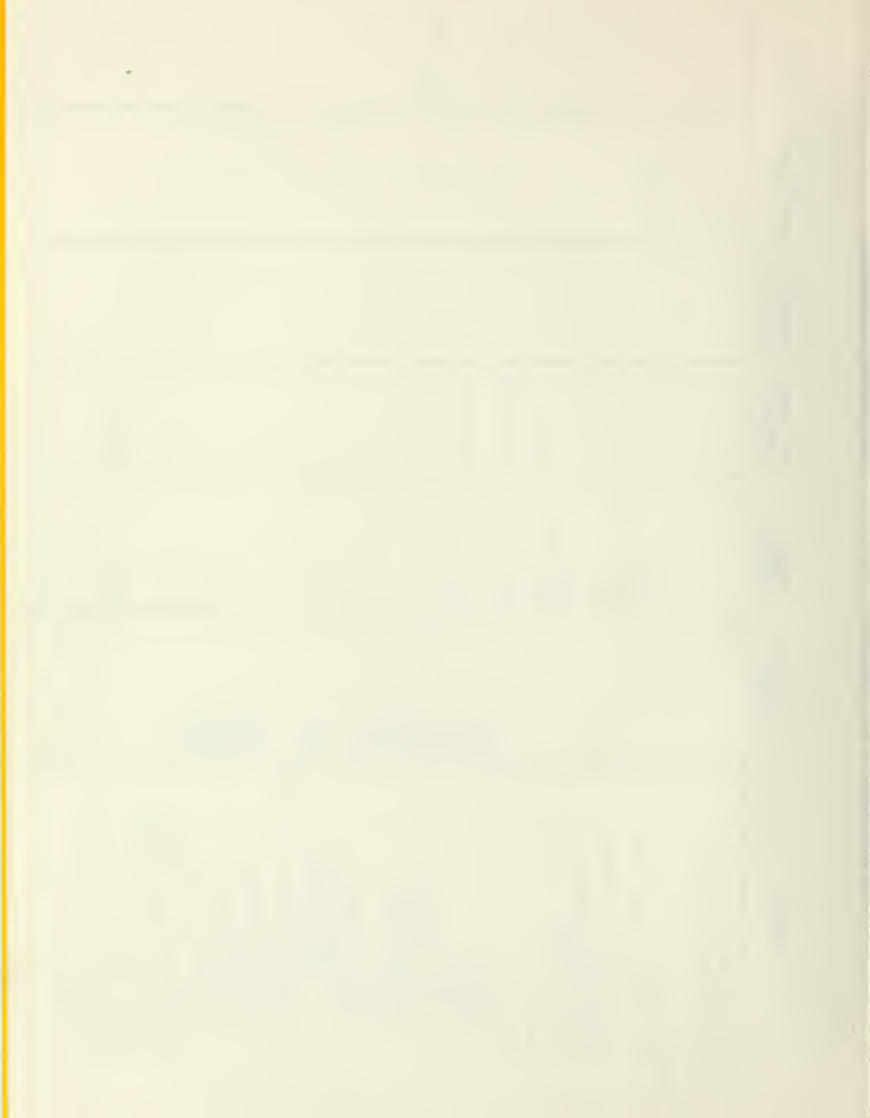
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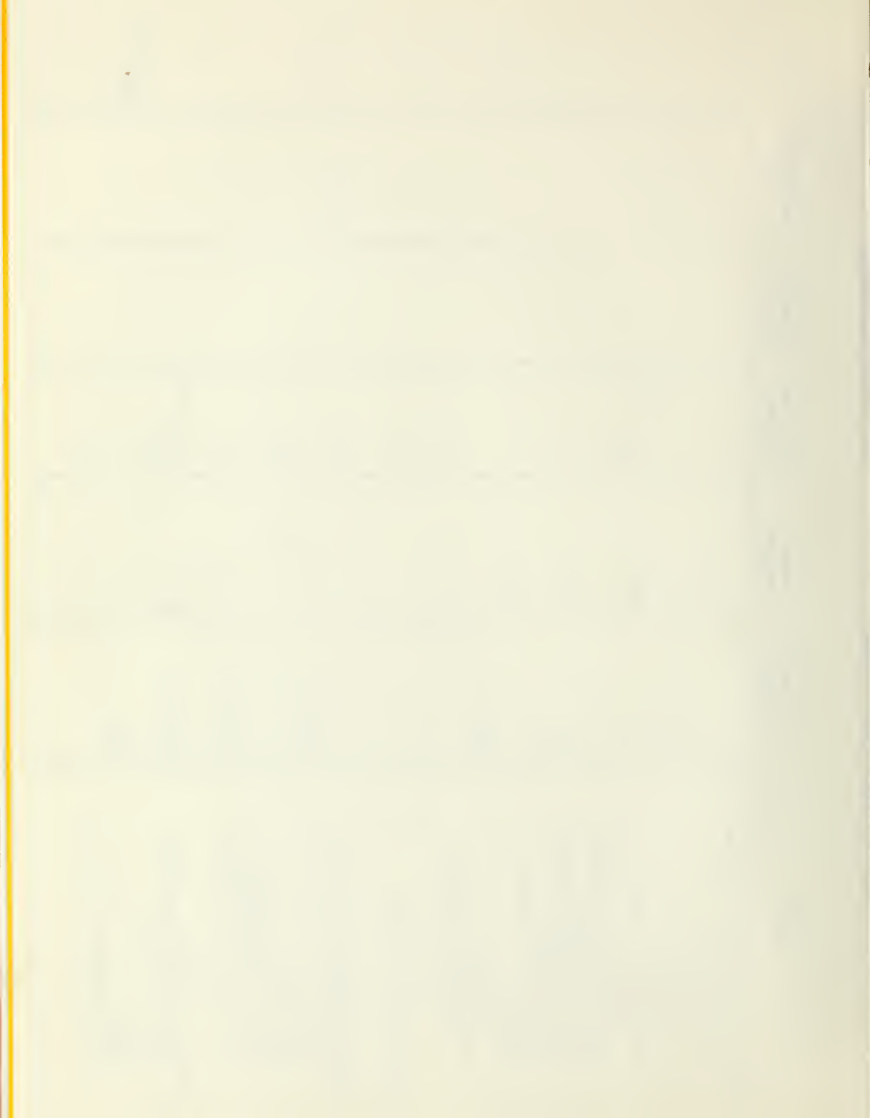
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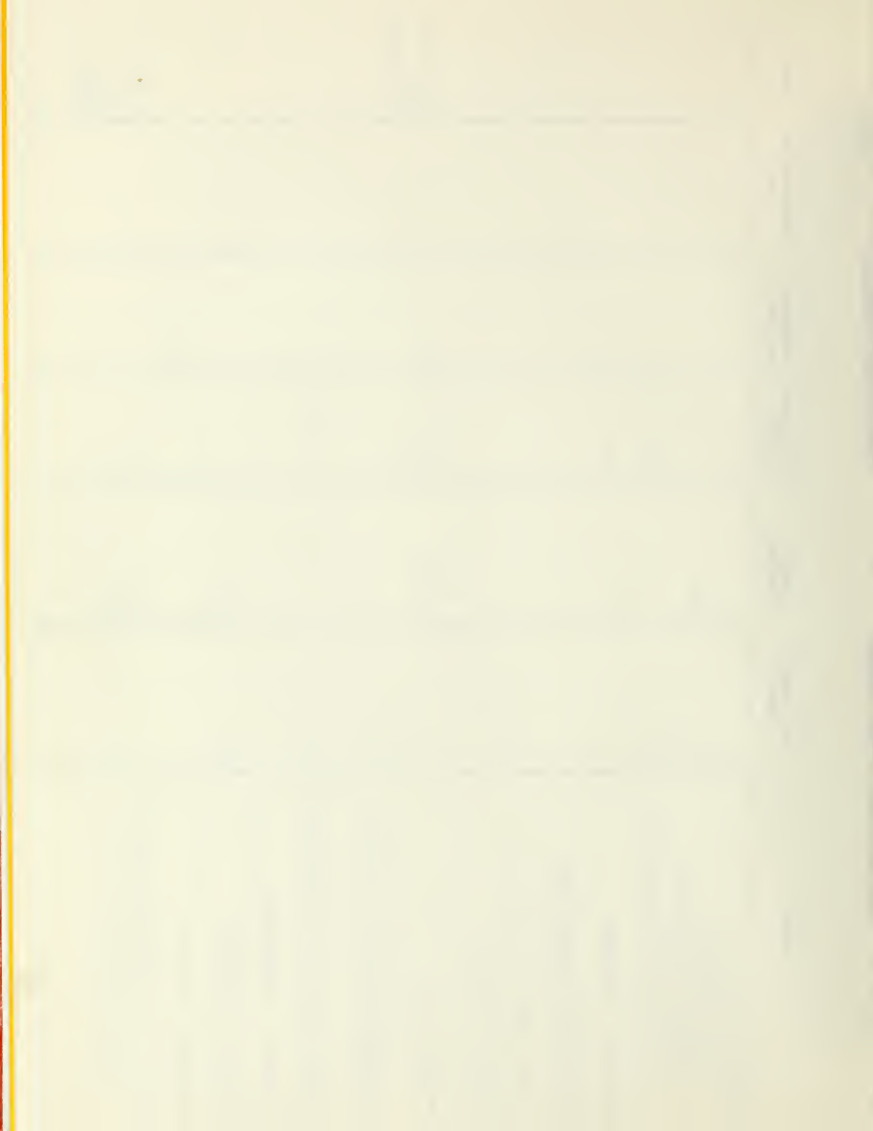
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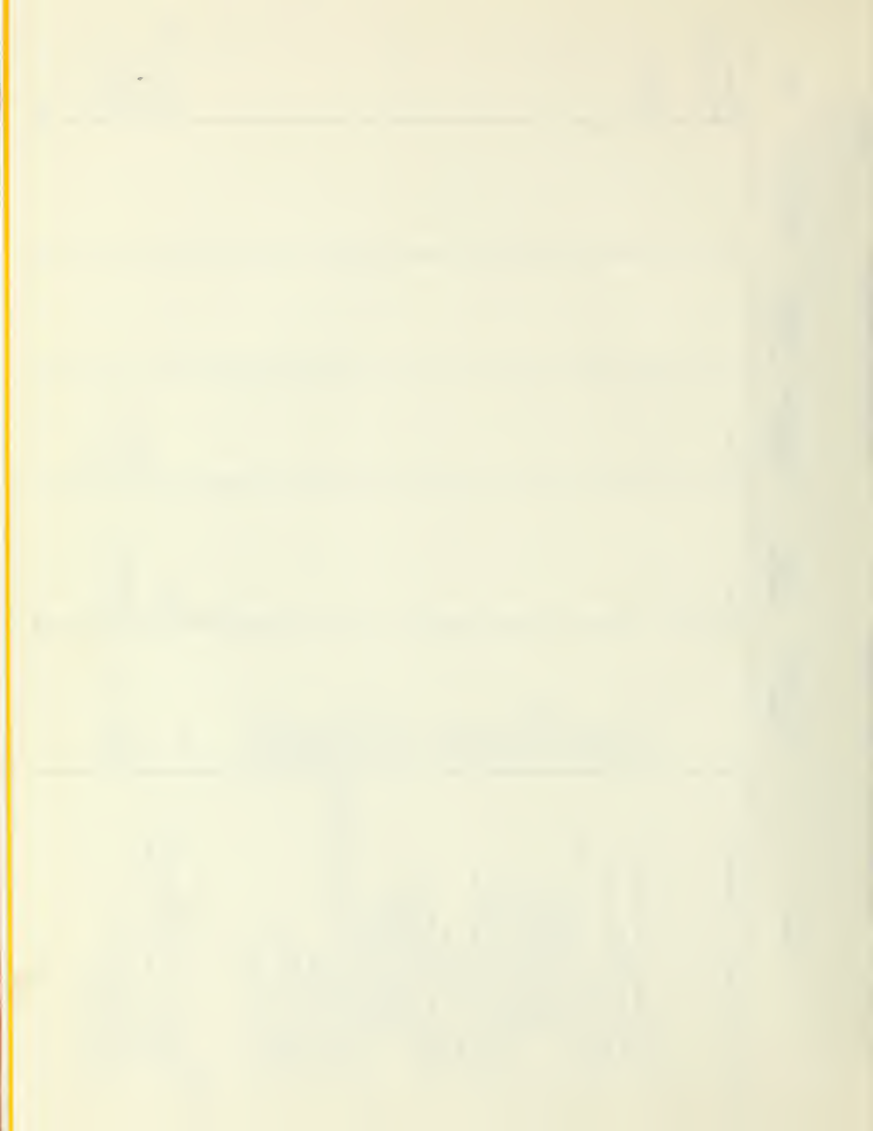
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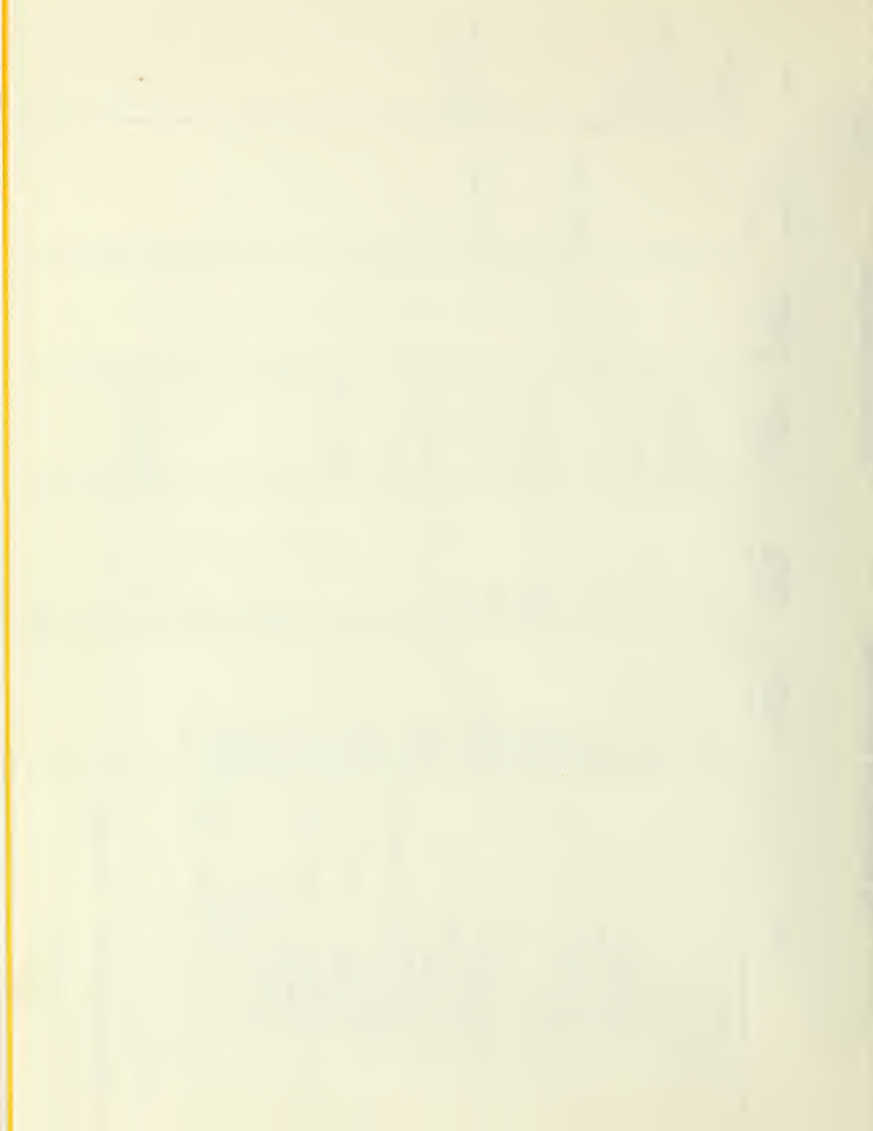
SUBJECT CIVIL SERVICE RULES CHARTER SECTIONS CITY ATTORNEY OPINIONS ORDINANCES ASO SSO ADMINISTRATIVE CODE OTHER

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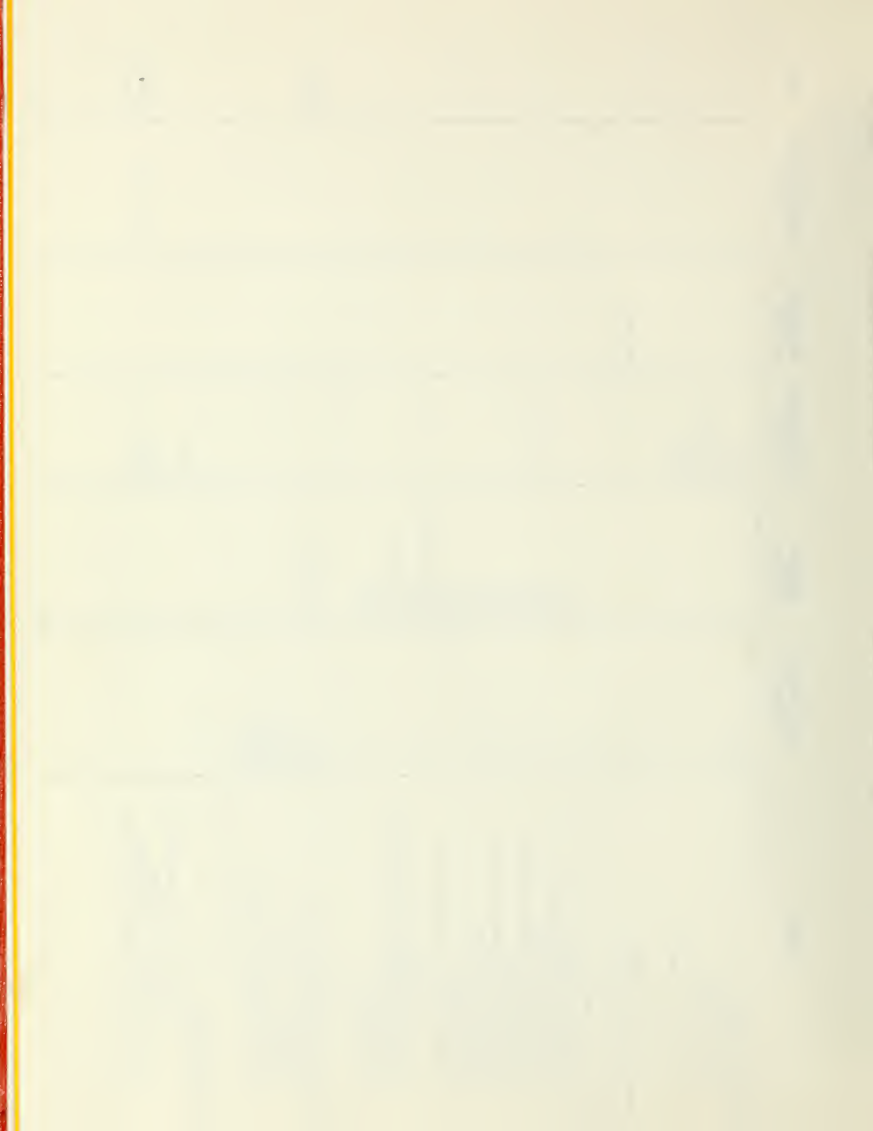
"LIKE WORK, LIKE PAY"

LIMITED TENURE APPOINTMENT (See EMPLOYEE)

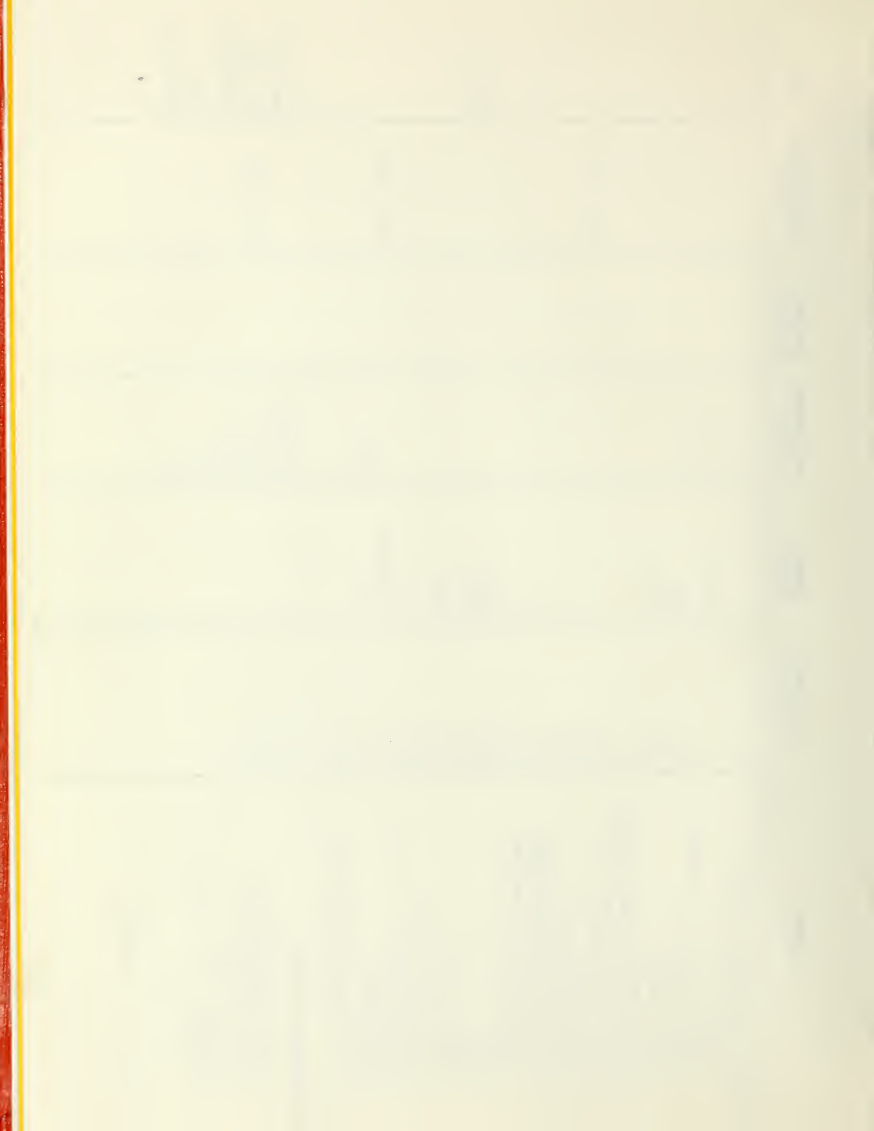
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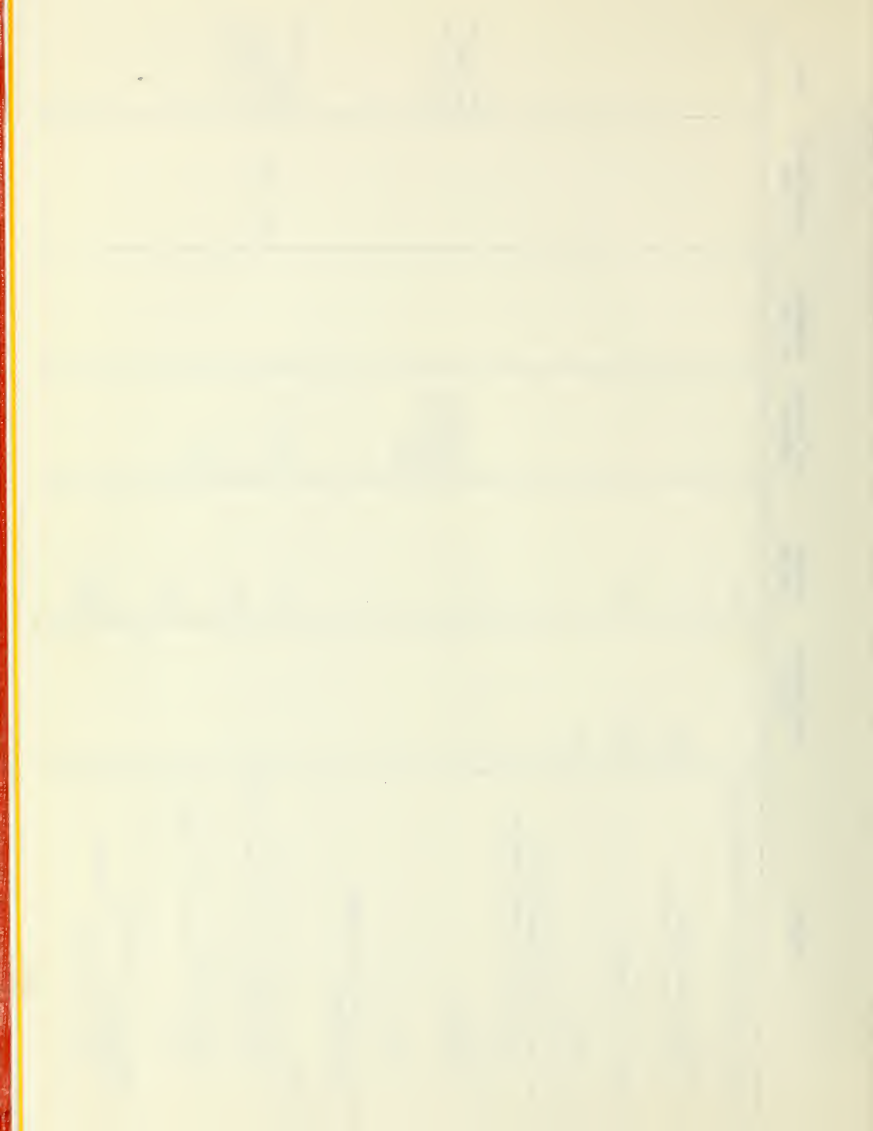
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	ORDINANCES ASO SSO	ADMINISTRATIVE CODE	OTHER
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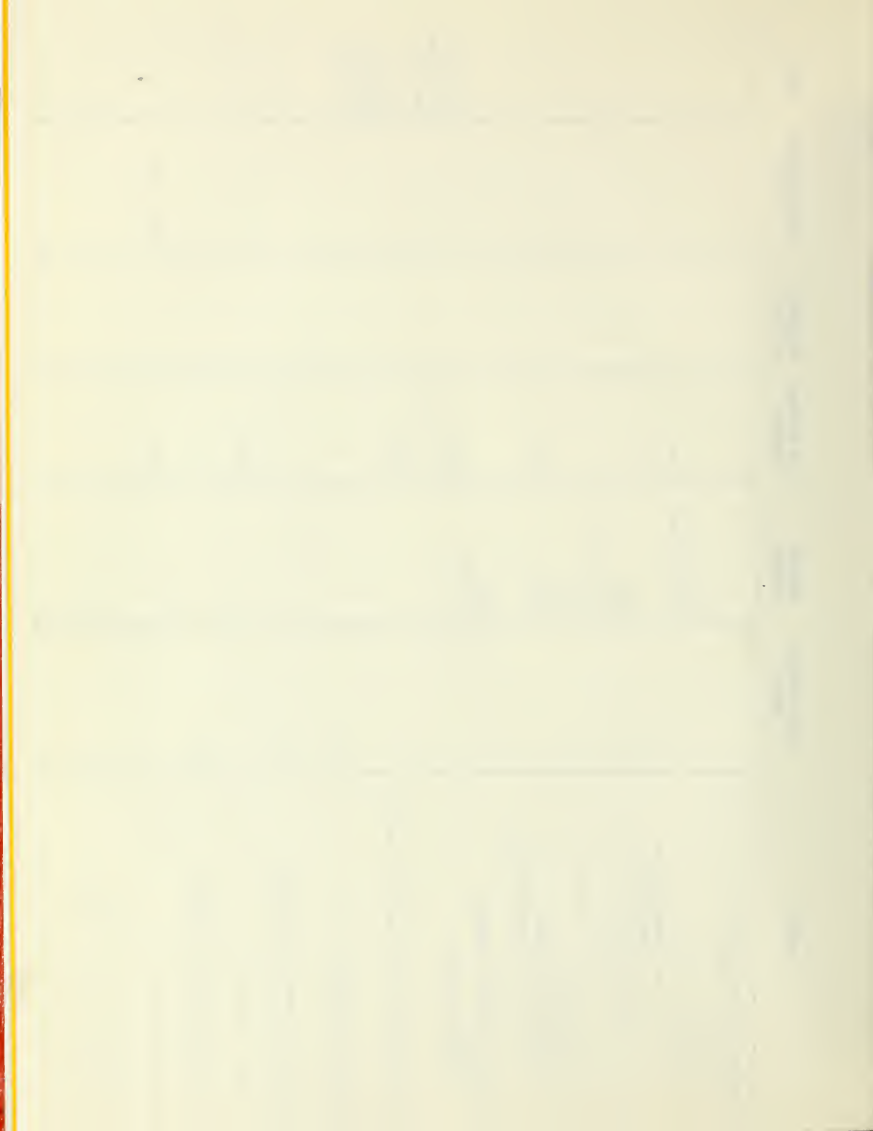
SUBJECT	CIVIL SERVICE RULES	CHAPTER SECTIONS	CITY ATTORNEY OPINIONS	ORDINANCES ASO SSO	ADMINISTRATIVE CODE	OTHER
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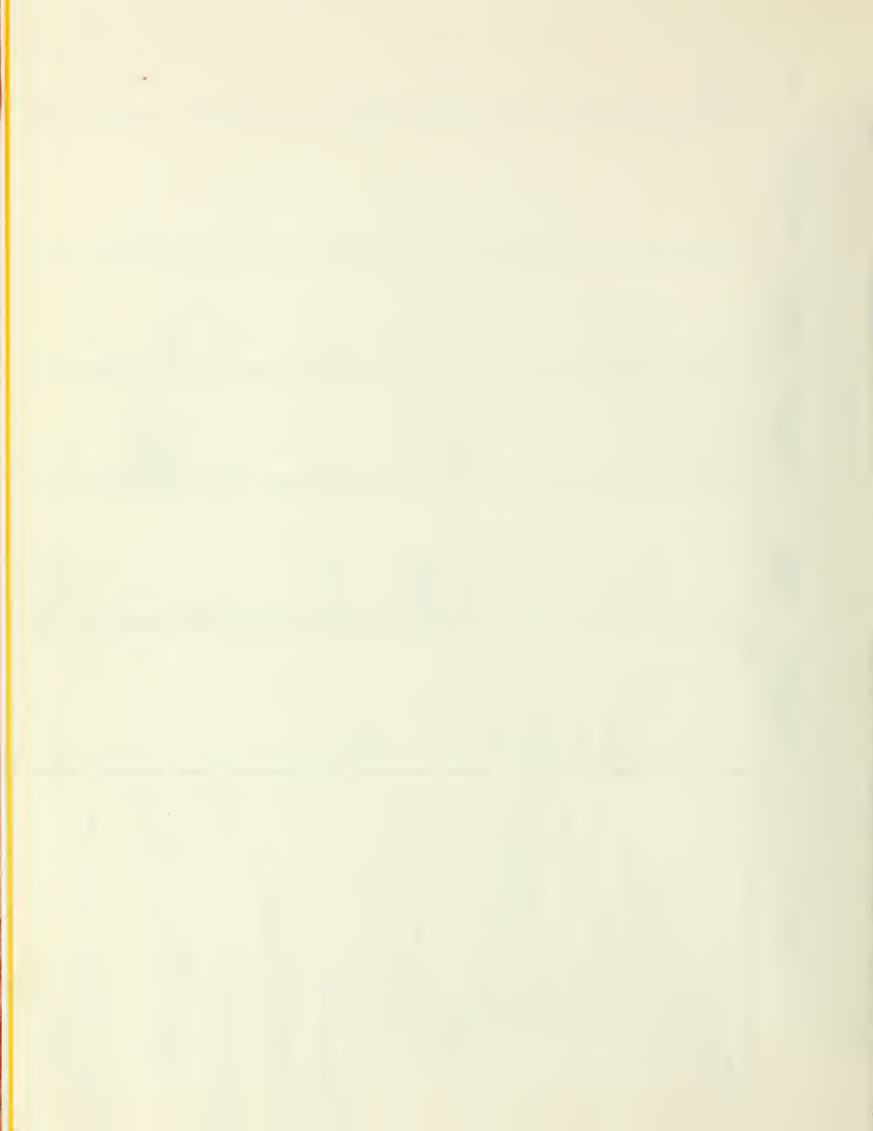
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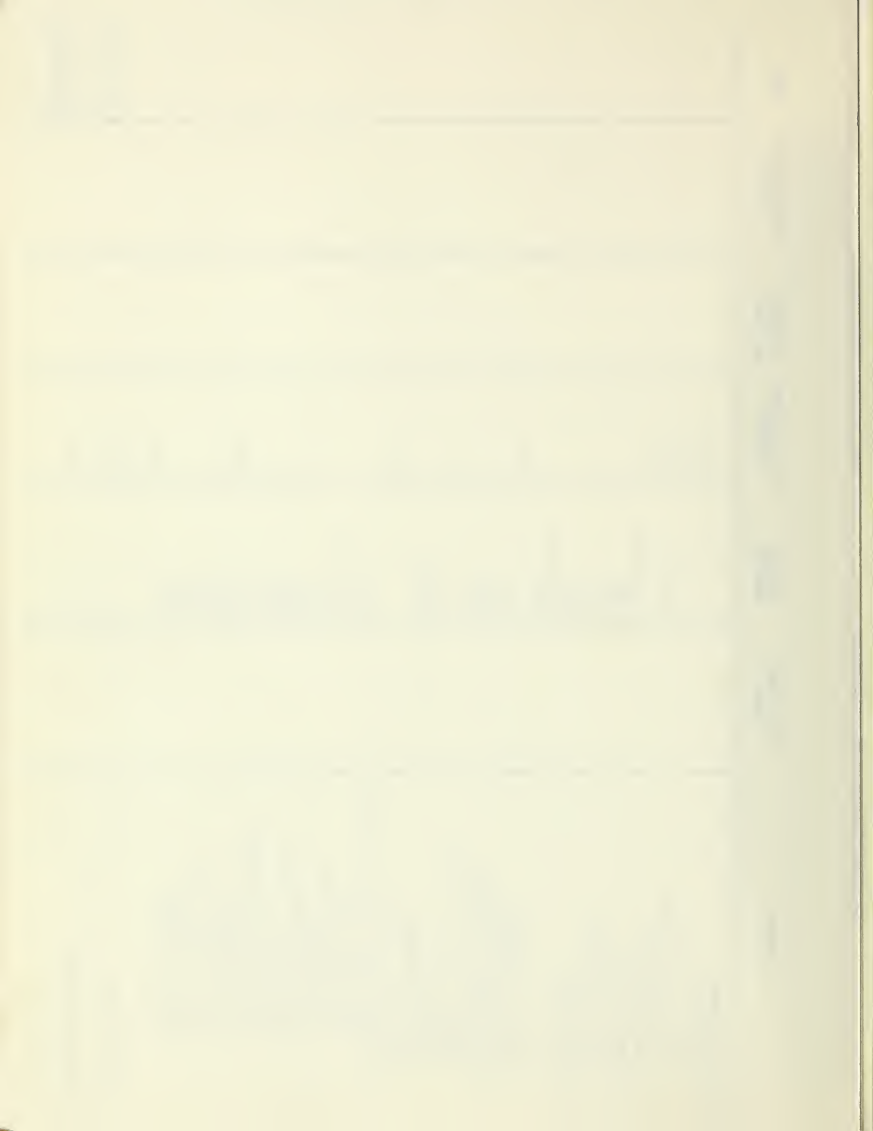
SUBJECT	CIVIL SERVICE RULES	CHAPTER SECTIONS	CITY ATTORNEY OPINIONS	ORDINANCES ASO SSO	ADMINISTRATIVE CODE	OTHER
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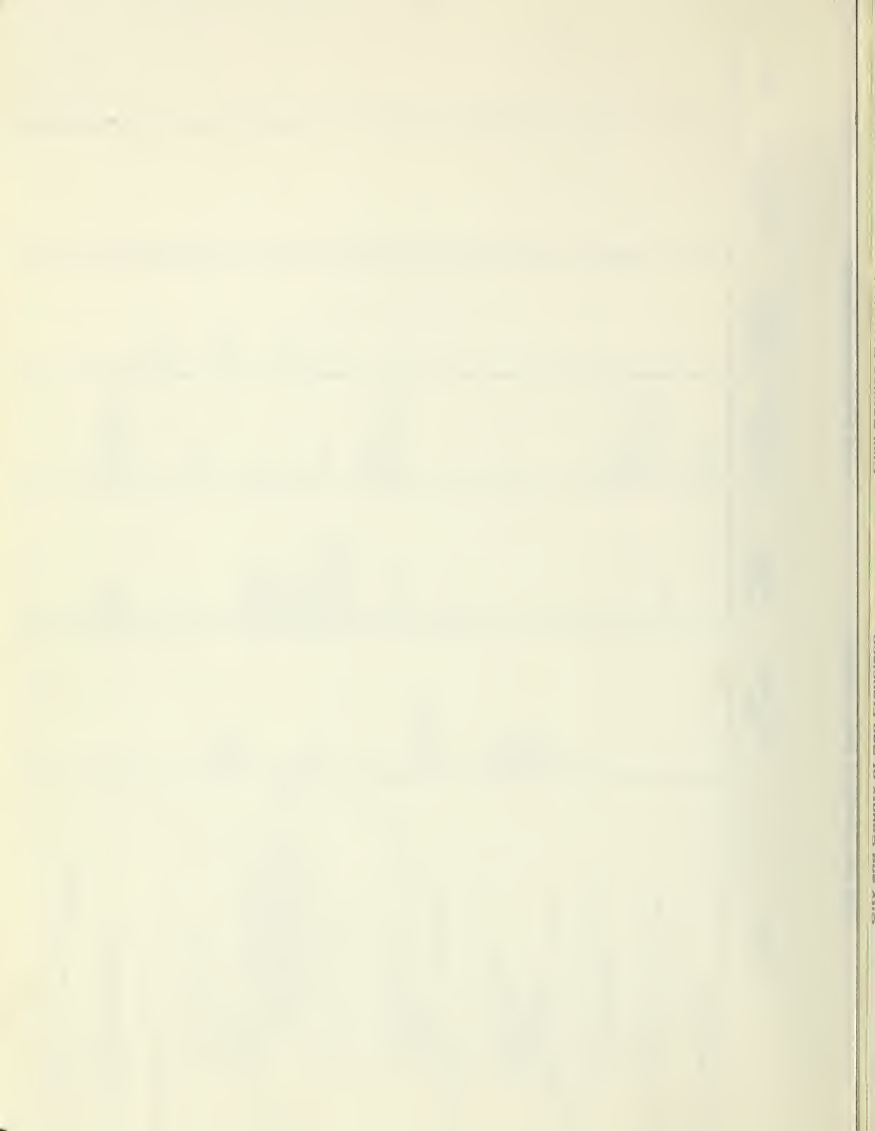
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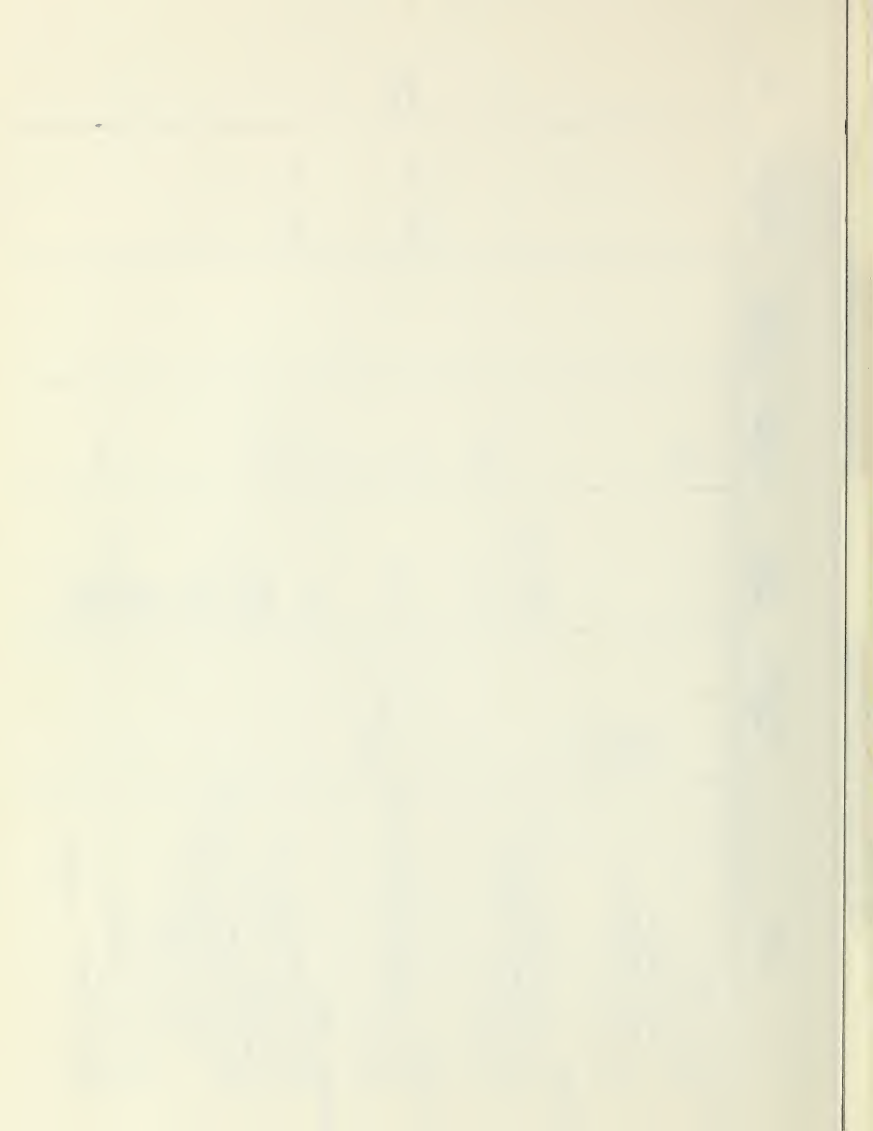
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	ORDINANCES ASO SSO	ADMINISTRATIVE CODE	OTHER
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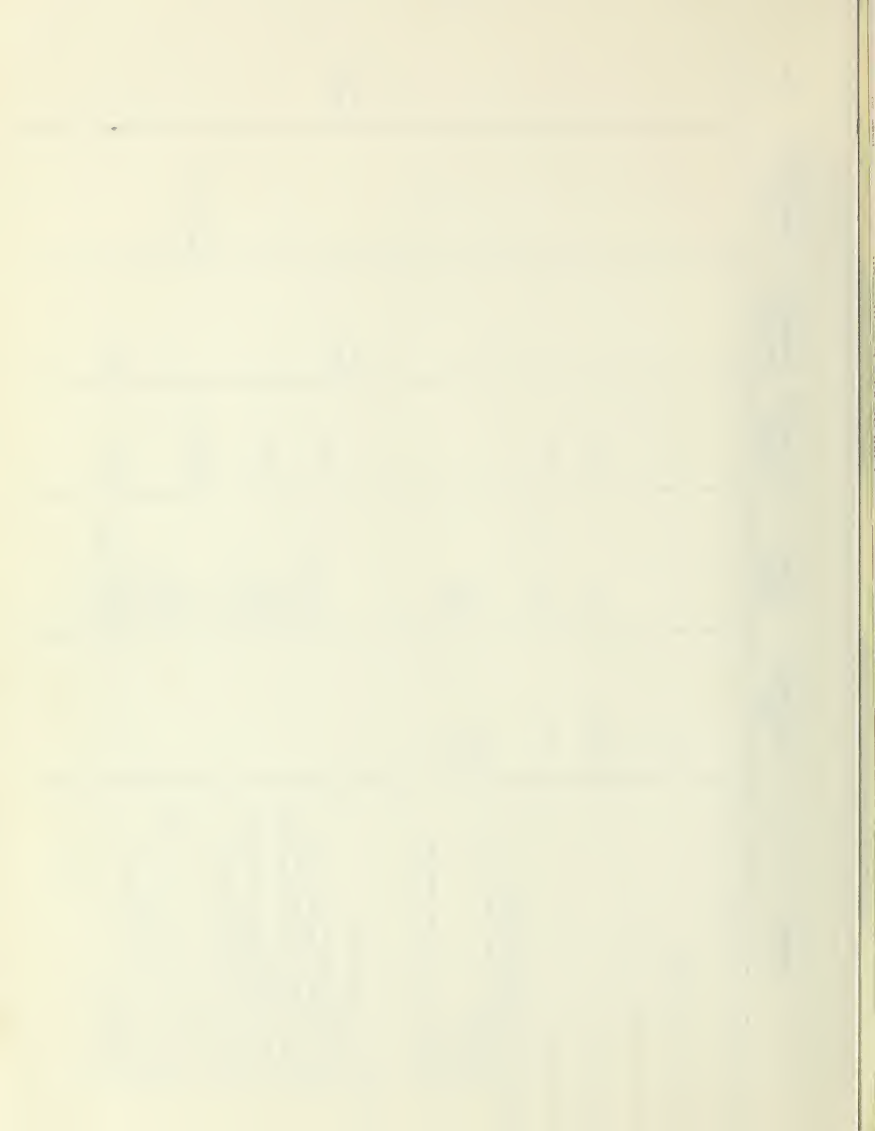
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPTIONS	ORDINANCES ASO SSO	ADMINISTRATIVE CODE	OTHER
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SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	ORDINANCES ASO SSO	ADMINISTRATIVE CODE	OTHER
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## SALARY STANDARDIZATION ORDINANCE

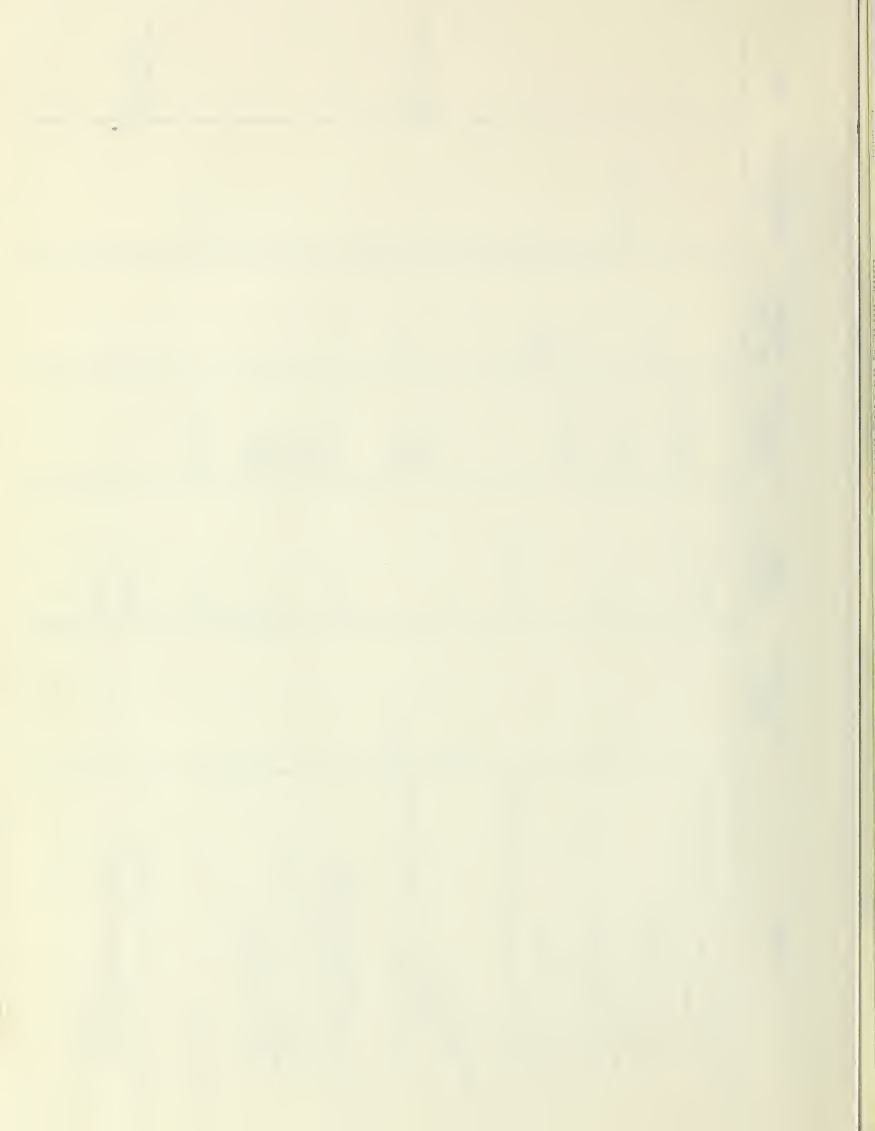
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## SAN FRANCISCO UNIFIED SCHOOL DISTRICT

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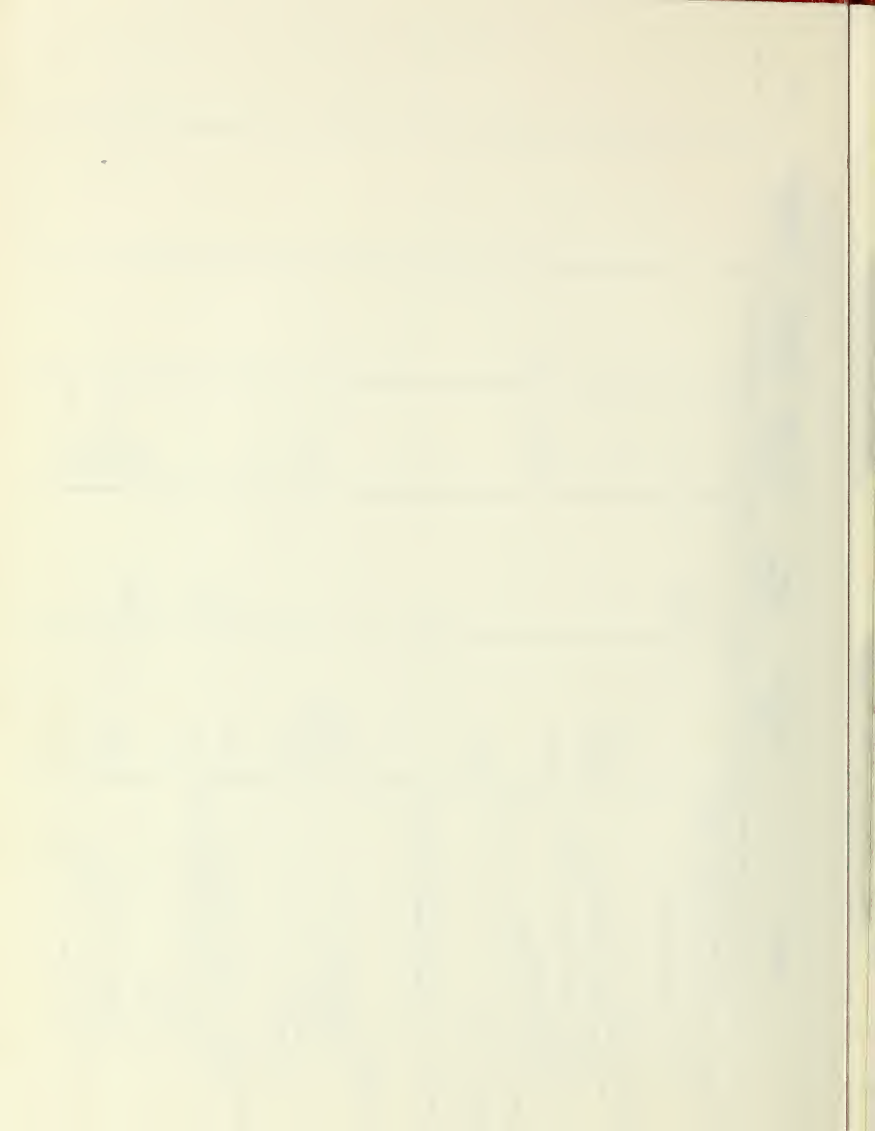
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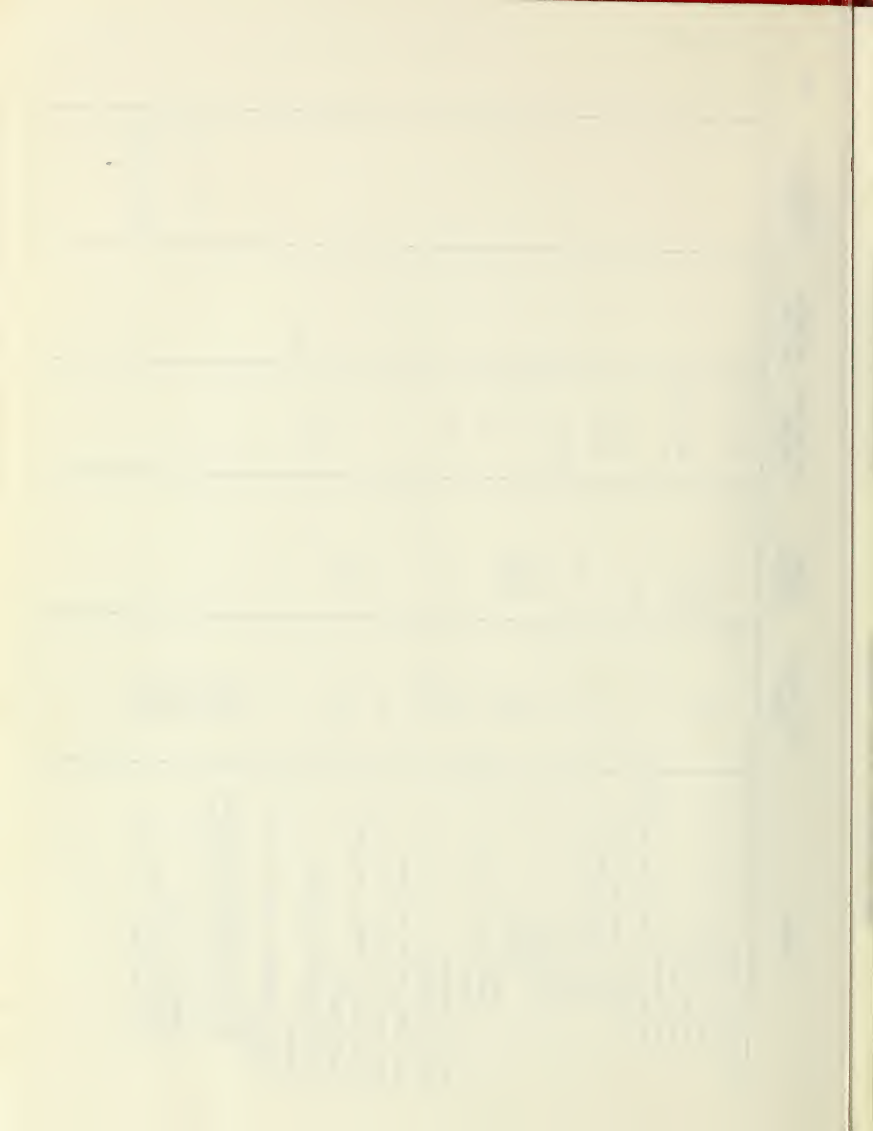
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COMMUNITY CLERK

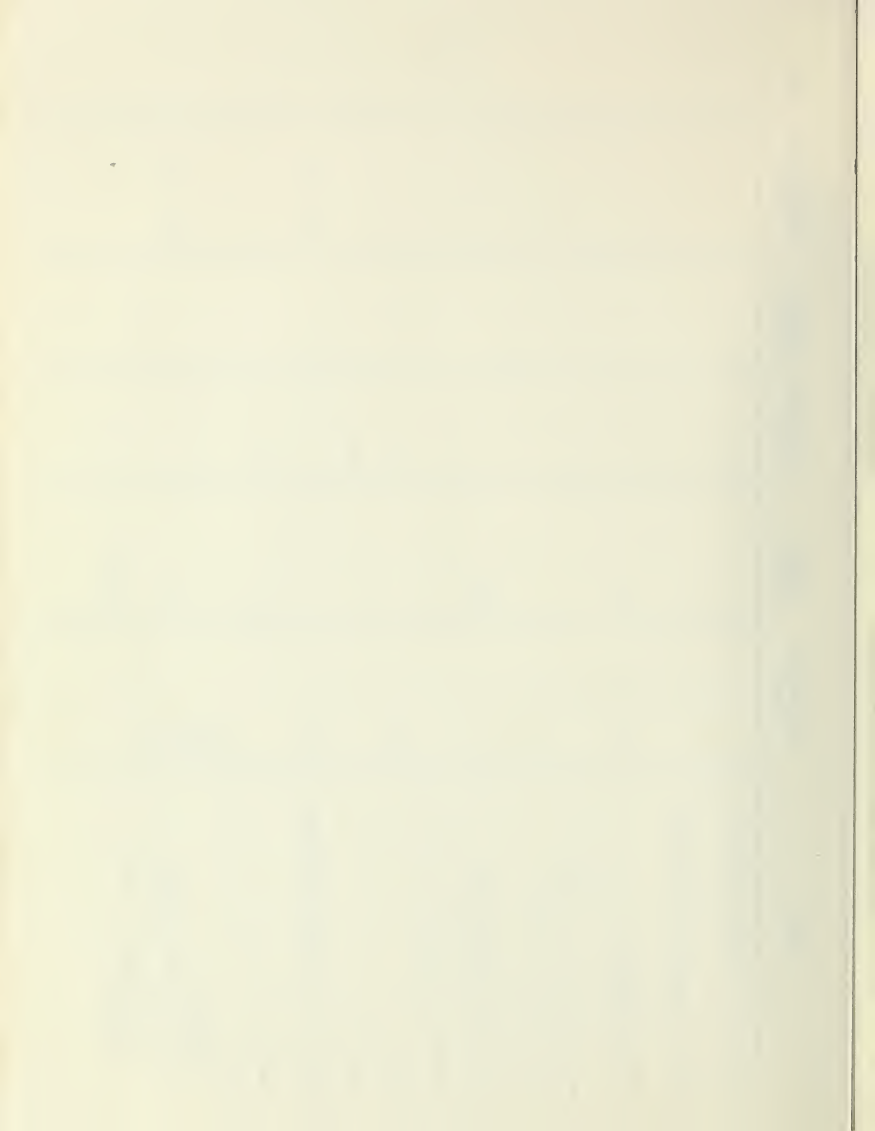
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SUBJECT	CIVIL SERVICE RULES	CHAPTER SECTIONS	CITY ATTORNEY OPINIONS	ORDINANCES ASO SSO	ADMINISTRATIVE CODE	OTHER
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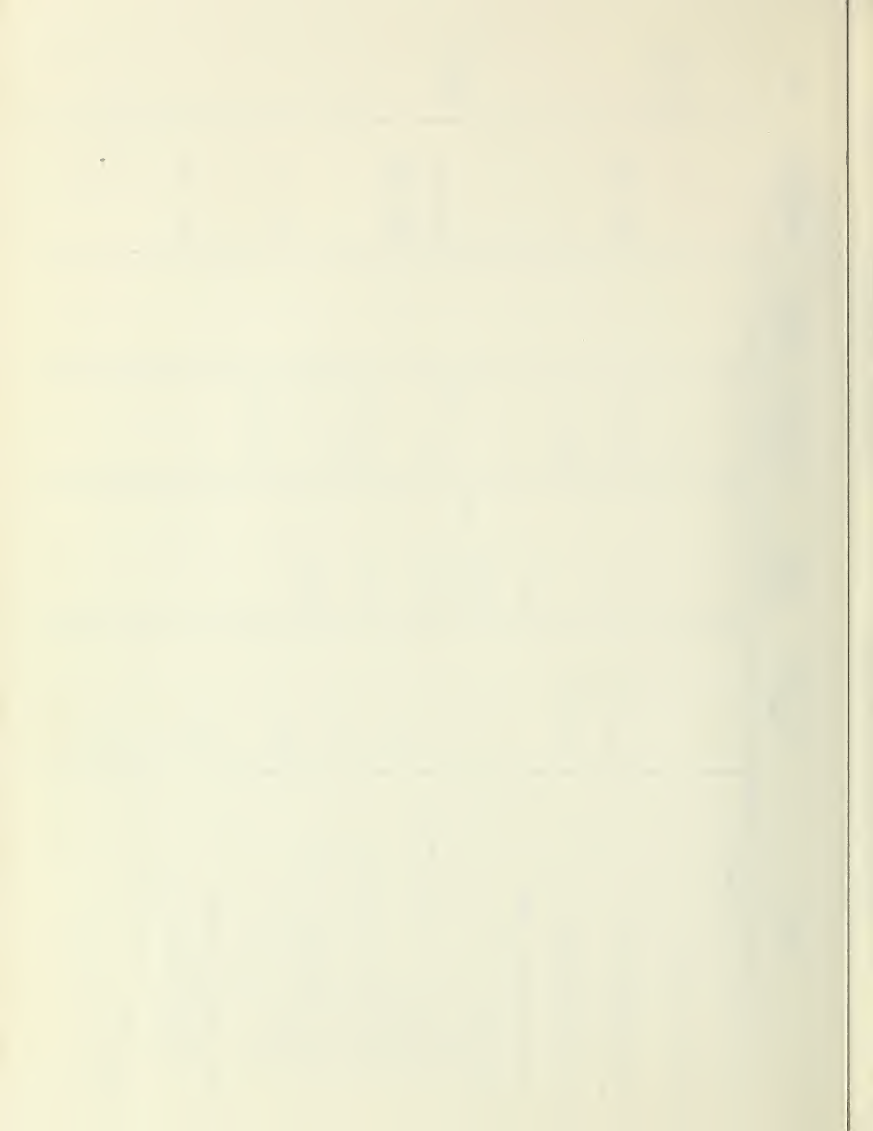
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City and County of San Francisco

Civil Service Commission



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PERSONNEL REGULATIONS REFERENCE GUIDE

A Cross-Referenced Subject Index of the Civil Service and Related Provisions of the Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and Other Laws, Regulations, and Court Decisions

AUG 10 1979

COMMUNITY RELATIONS  
CIVIL SERVICE COMMISSION

Comments or Corrections should be directed to Al Walker or Patrick Barrett - Civil Service Commission Room 153 City Hall

July, 1979



## I N T R O D U C T I O N

This Personnel Regulations Reference Guide was established because of the needs of personnel officers and other City officials for a current ready reference manual to quickly and accurately locate information pertaining to personnel matters among many pertinent sources. Personnel matters in the City and County of San Francisco are covered by the City and County Charter, Civil Service Commission Rules, and several ordinances of the Board of Supervisors, all of which have been subject to legal interpretation by the City Attorney. The need for a basic reference guide has been recognized and desperately needed for a long time.

The Personnel Regulations Reference Guide is a compilation of the Civil Service and Related Provisions of the City and County Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and Other Laws, Regulations, and Court Decisions.

Copies of all cross-referenced sources cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission.

Comments or Suggestions relating to the Personnel Reference Regulations Guide should be sent to either Al Walker or Patrick Barrett, Civil Service Commission, Room 153, City Hall.

This Reference Guide is current as of July, 1979.



## HOW TO READ THE REFERENCE GUIDE

### COURT DECISIONS

Reported court cases are referred to in terms of Volume, Source (abbreviation) and Page. A citation for 250 Cal. Rptr. 100 would be read as meaning Volume 250 of the California Reporter Series located at page 100.

Details concerning actual scope of the various legal reporters and their abbreviations are fully set out in the Preface pages of the specific reporter.

### ORDINANCES

The Annual Salary Ordinance, Salary Standardization Ordinance, and the San Francisco Administrative Code are cross-referenced in the Reference Guide using the abbreviations ASO, SSO, and ADMIN. CODE.

No specific numerical sections are cited to the above ordinances because each ordinance contains a full and complete subject index of its own. The Reference Guide alerts the reader that the subject being researched is also contained in the ordinance. For the specific numerical sections, the index to the ordinance should be consulted.



## HOW TO READ THE REFERENCE GUIDE

### SUBJECTS

Subject headings are strictly alphabetical and cross-referenced to related topics or subheadings.

### ABBREVIATIONS

Because of space limitations, certain codes, statutes, and acts were abbreviated. The following is a list and complete spelling of the abbreviations cited:

AB	---	Assembly Bill - California Legislature
ASO	---	Annual Salary Ordinance
Cal.3d	---	California Supreme Court - Third Series
Cal.Const.	---	Constitution of the State of California
Cal. Educ. Code	---	California Educational Code
Cal. Elec. Code	---	California Elections Code
Cal. Gov. Code	---	California Government Code
Cal. La. Code	---	California Labor Code
Cal. Pen. Code	---	California Penal Code
CFR	---	Code of Federal Regulations
EER	---	Employer-Employee Relations Ordinance
Employee Handbk	---	Employee Handbook - City and County of San Francisco
Health & Safety	---	California Health & Safety Code
IMRA	---	Federal Labor Management Relations Act
Military & Vet. Code	---	California Military & Veteran's Code
Ord #	---	Ordinance - S.F. Board of Supervisors
P.L. #	---	Public Law # - Acts of U.S. Congress
S.F. Pol. Code	---	Police Code - City and County of San Francisco
SSO	---	Salary Standardization Ordinance
USCA	---	United States Codes Annotated
USC	---	United States Codes

### CITY ATTORNEY OPINIONS

Opinions of the San Francisco City Attorney are cited by the lettered number assigned to each. The First number represents the year in which the opinion was written and the Second (after the dash) designates the sequence in which written. For example, 79-1 would be read as the first City Attorney Opinion for the year 1979.

Copies of all City Attorney Opinions cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission.



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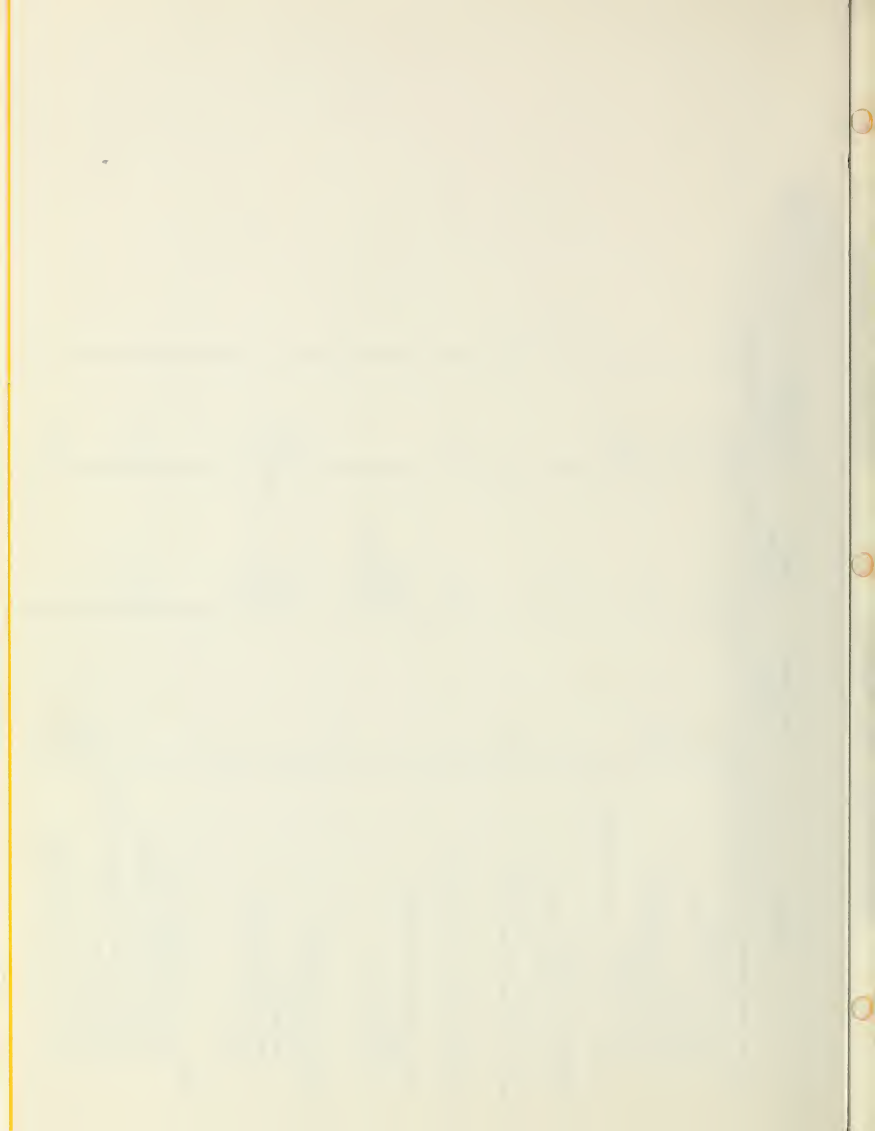
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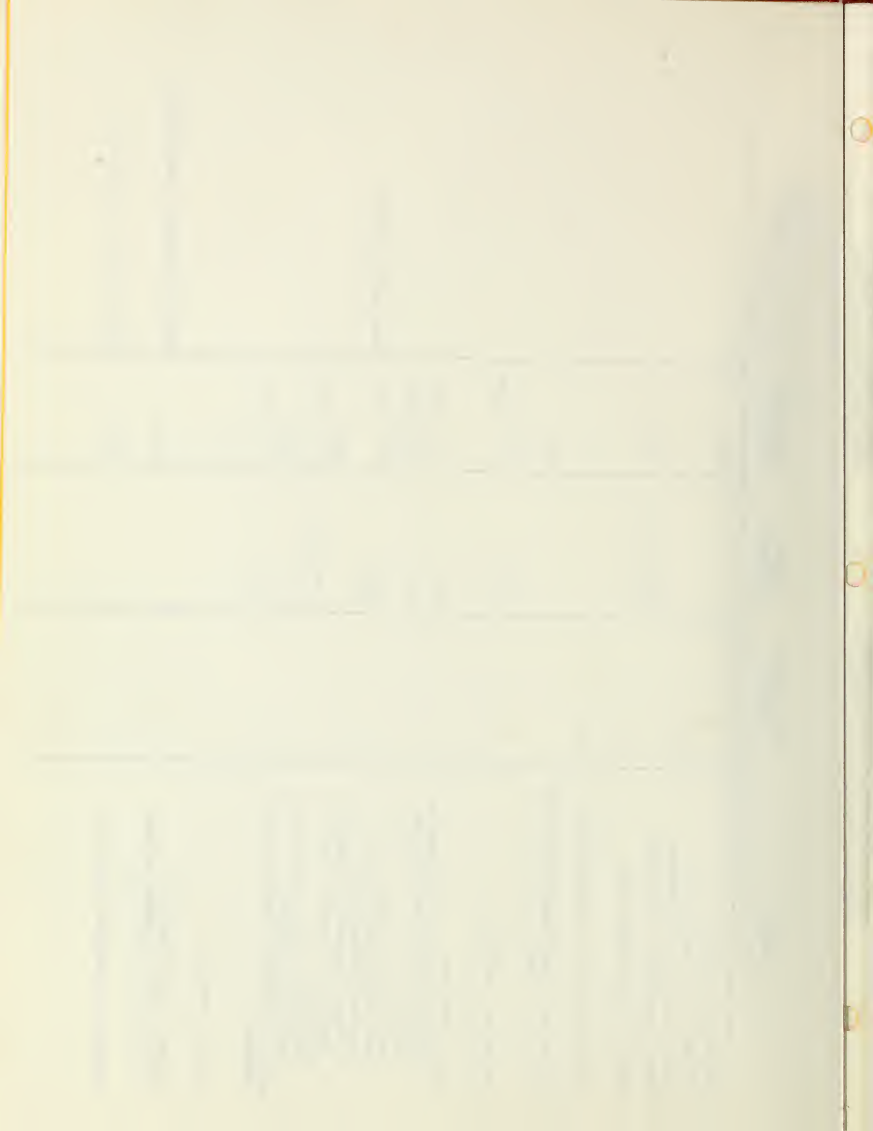
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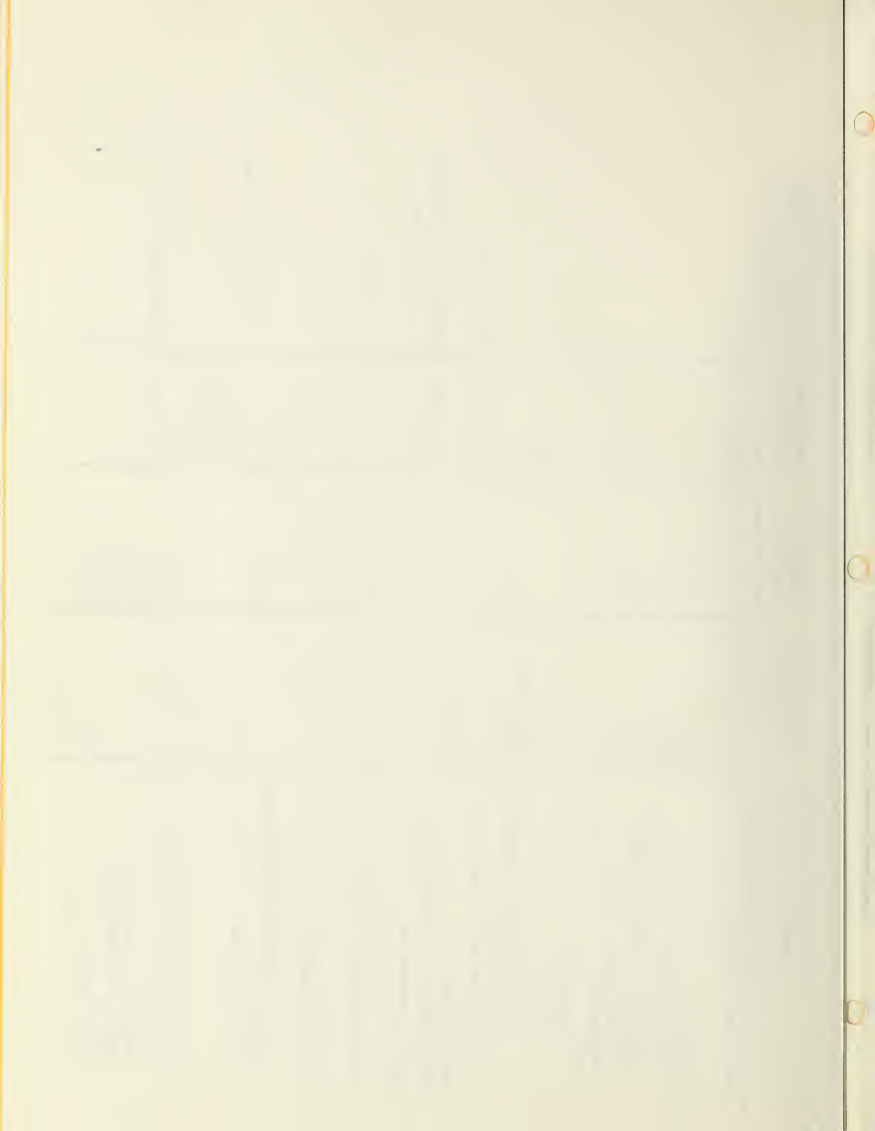
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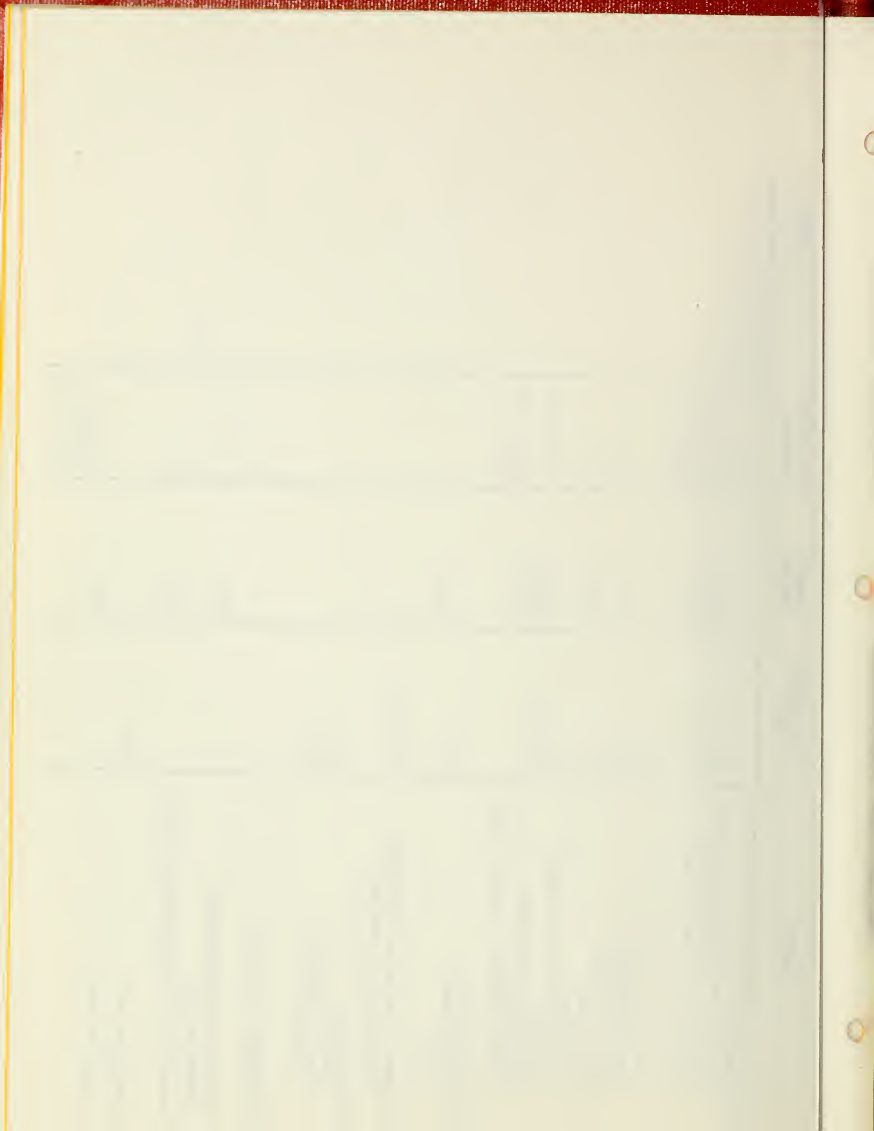
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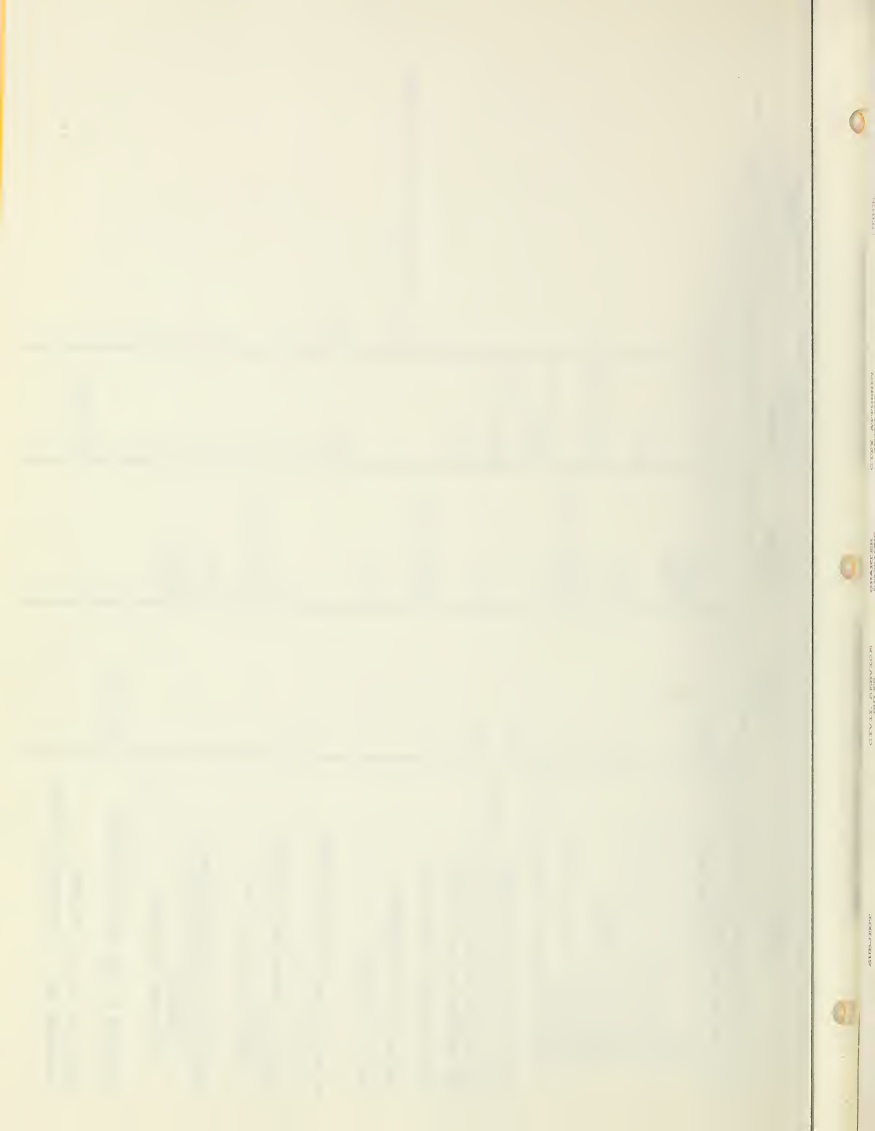
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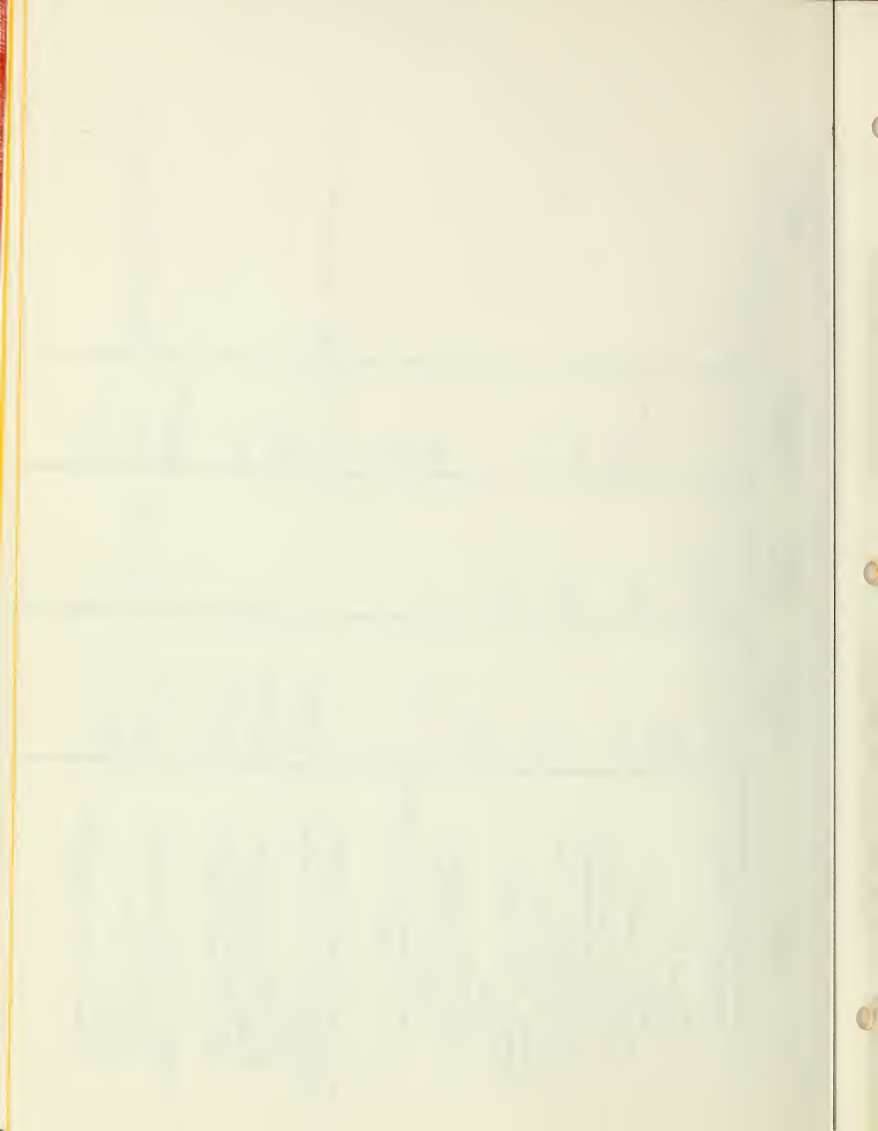
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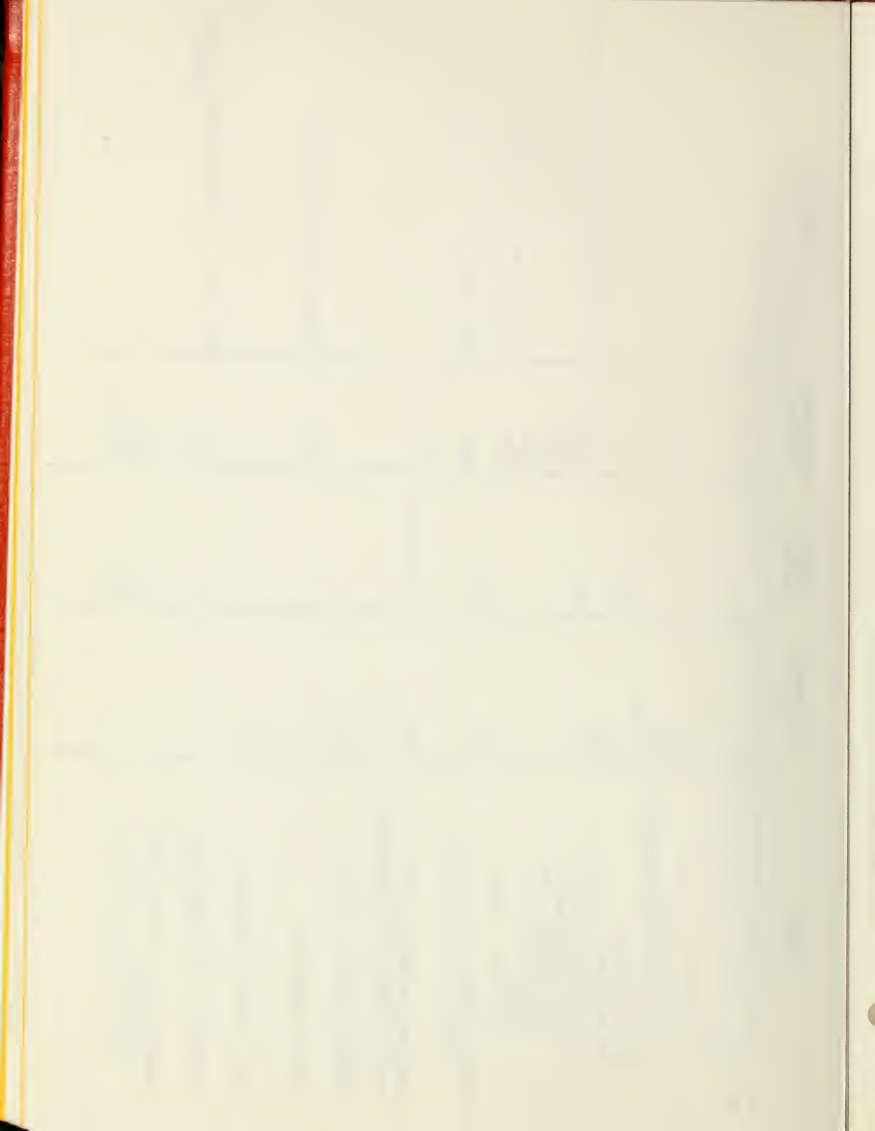
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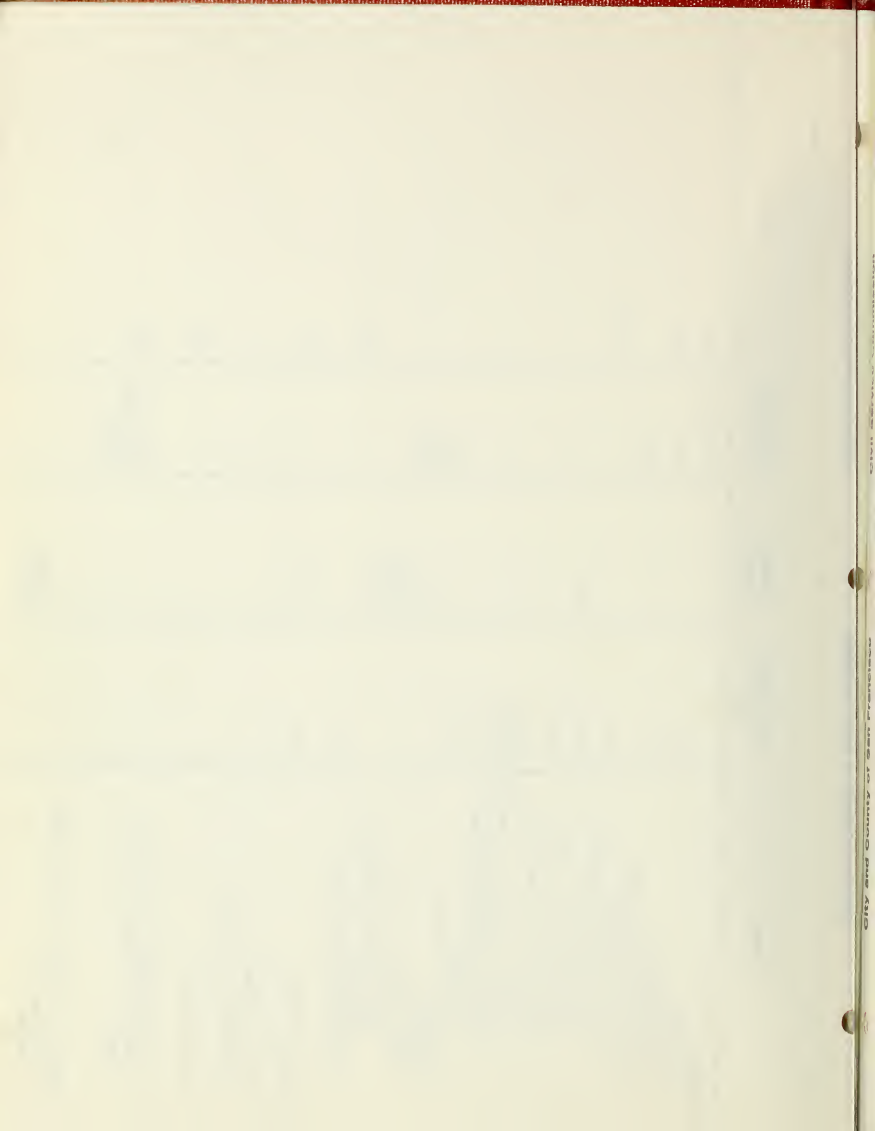
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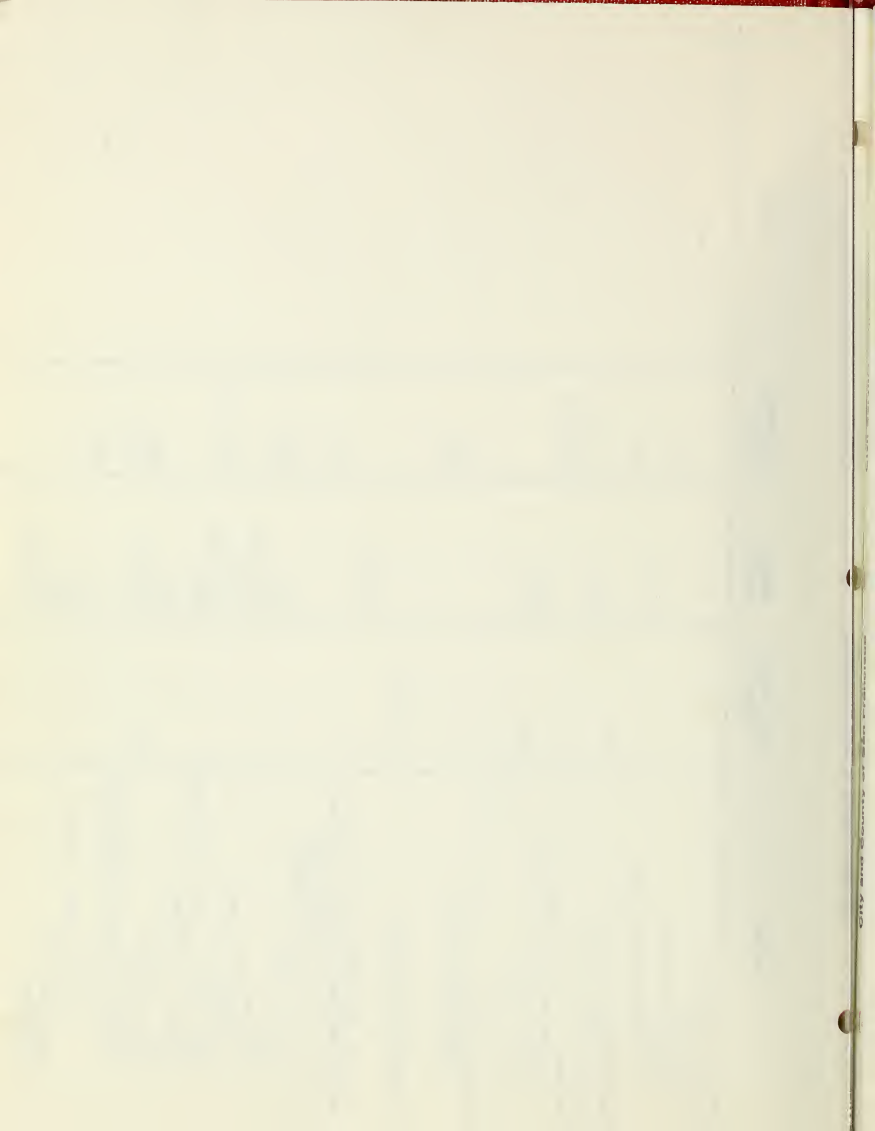
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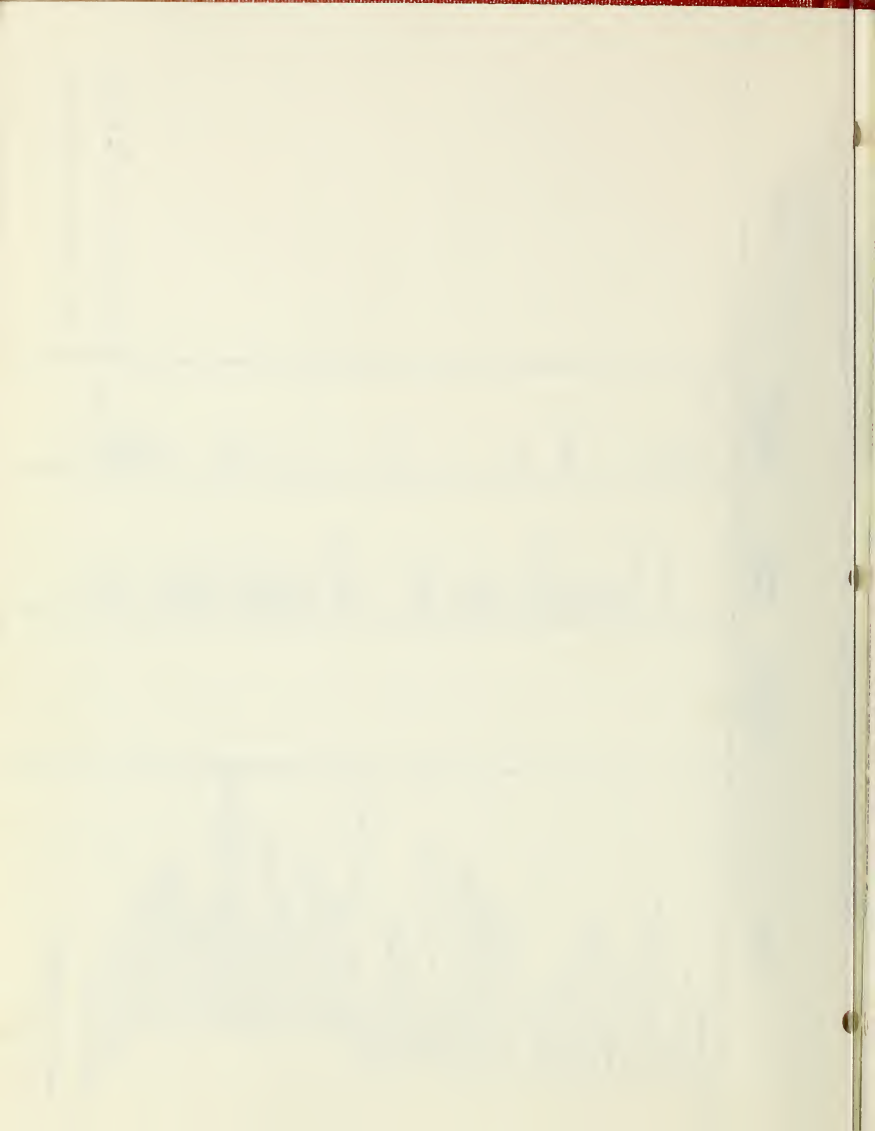


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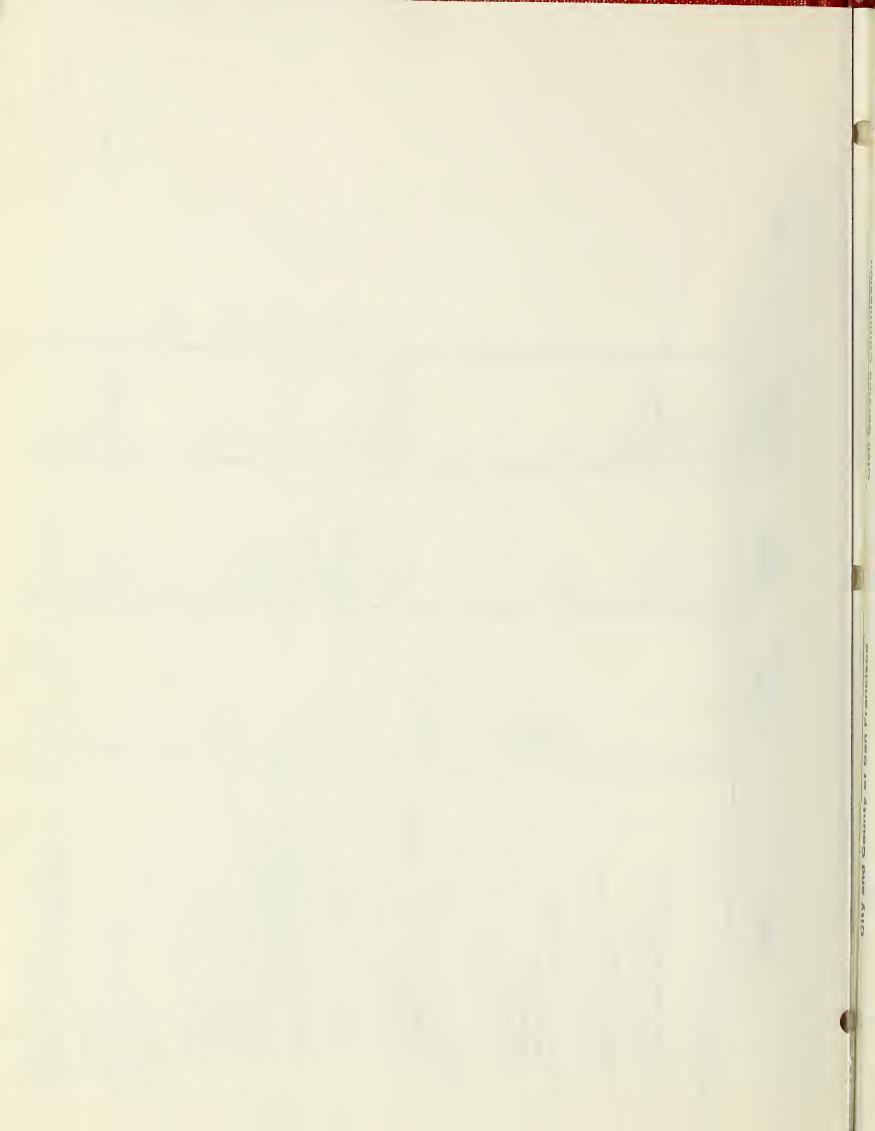
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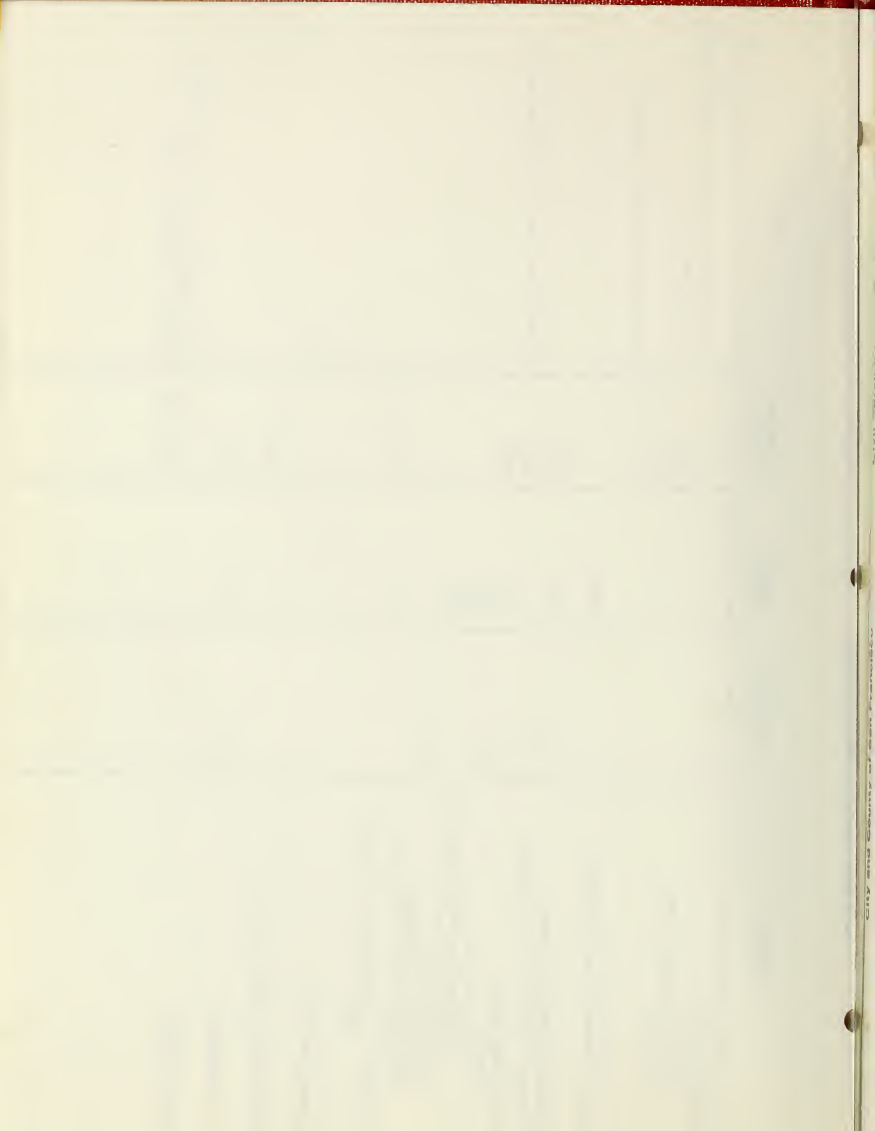
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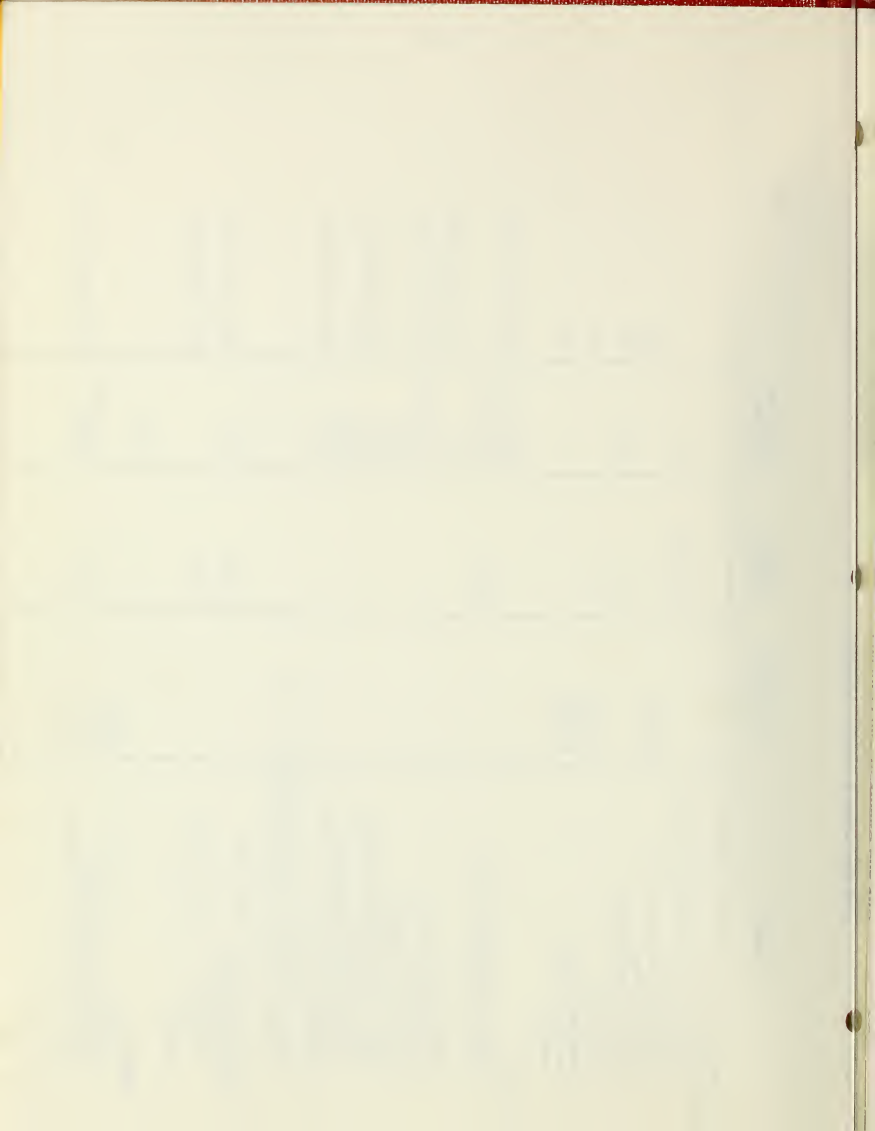
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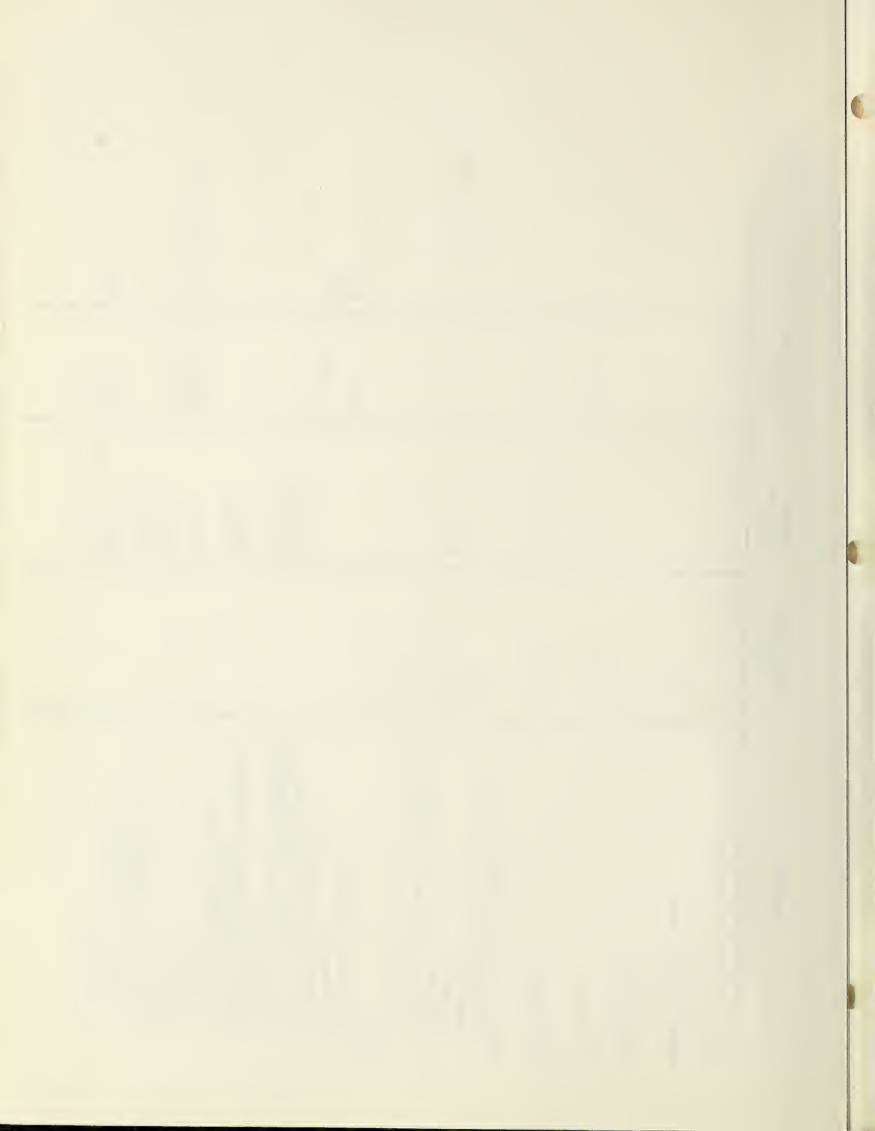
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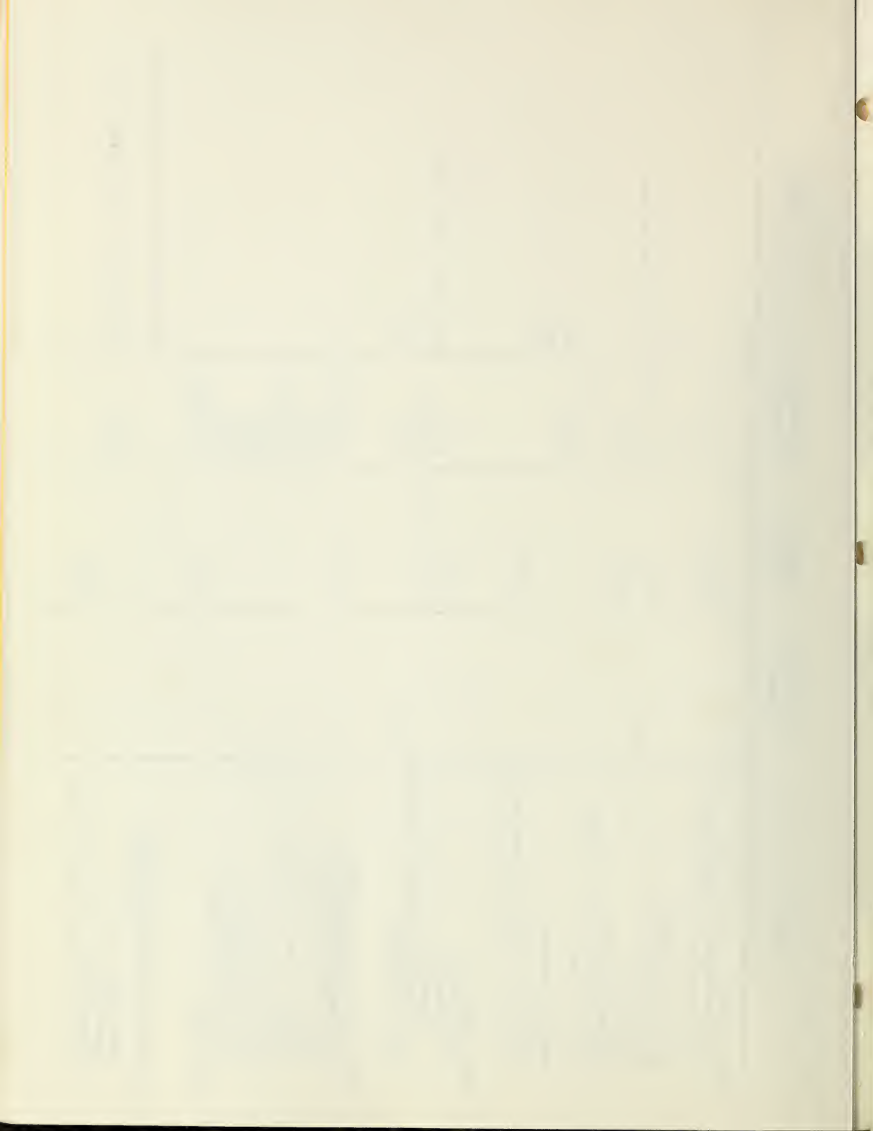
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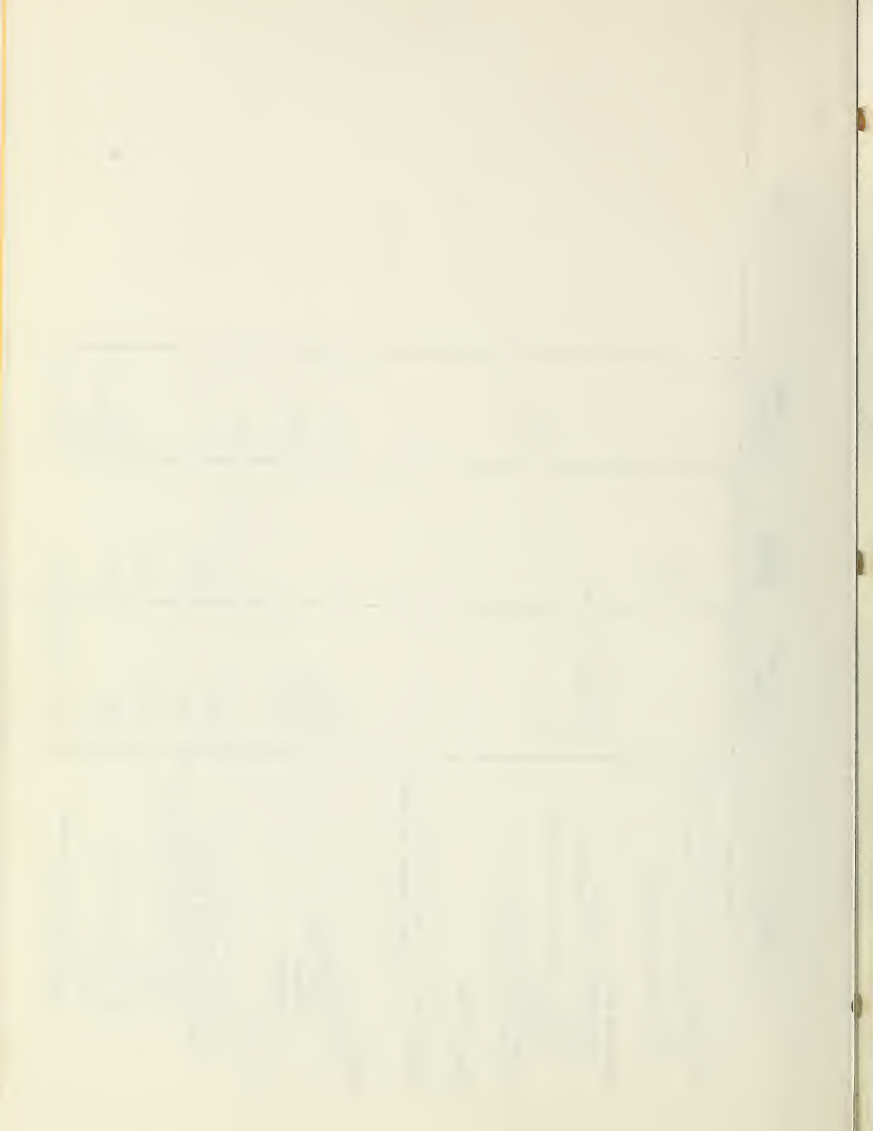
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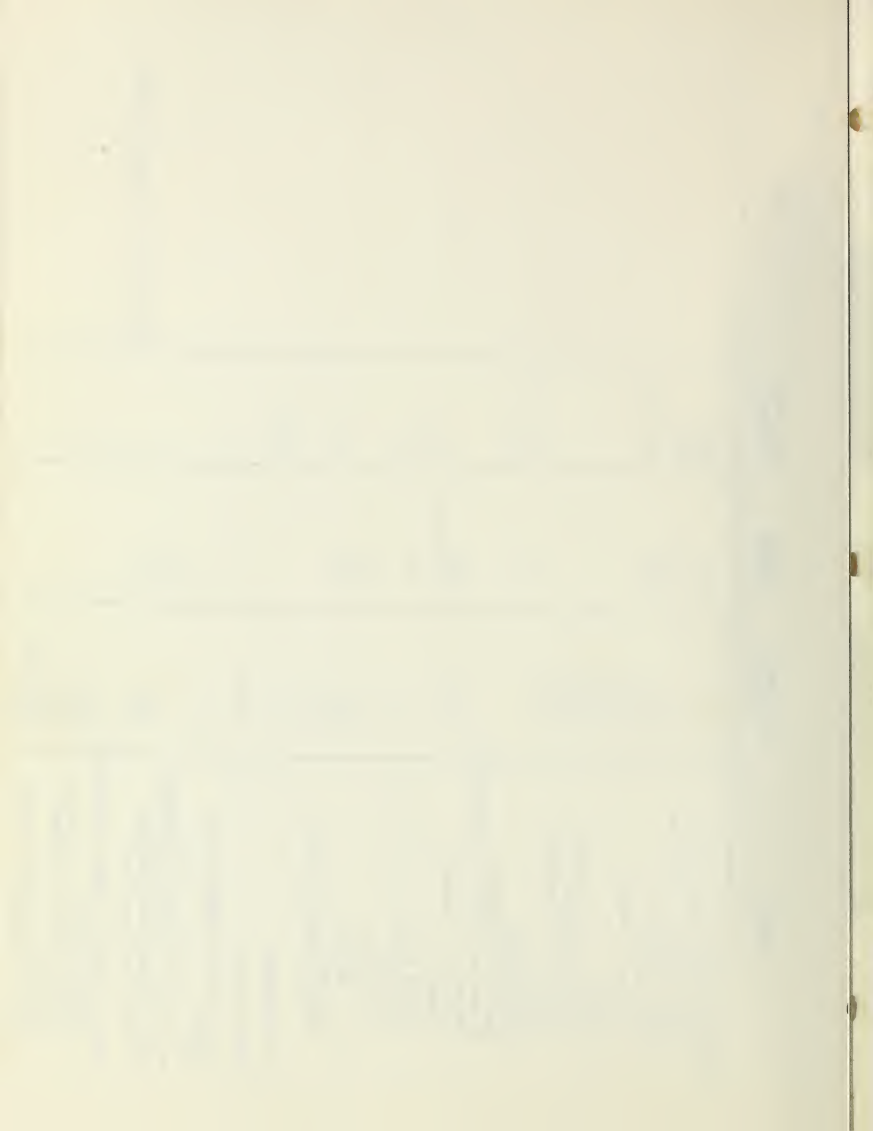
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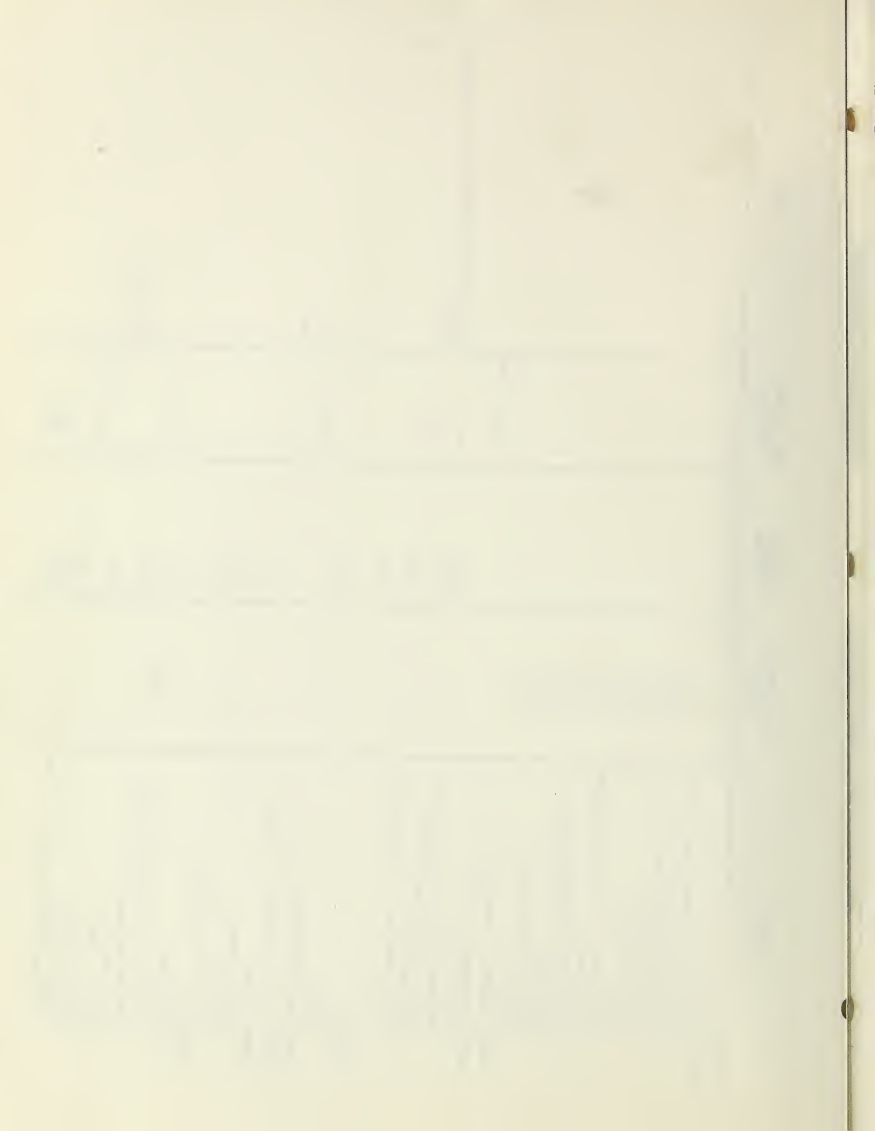
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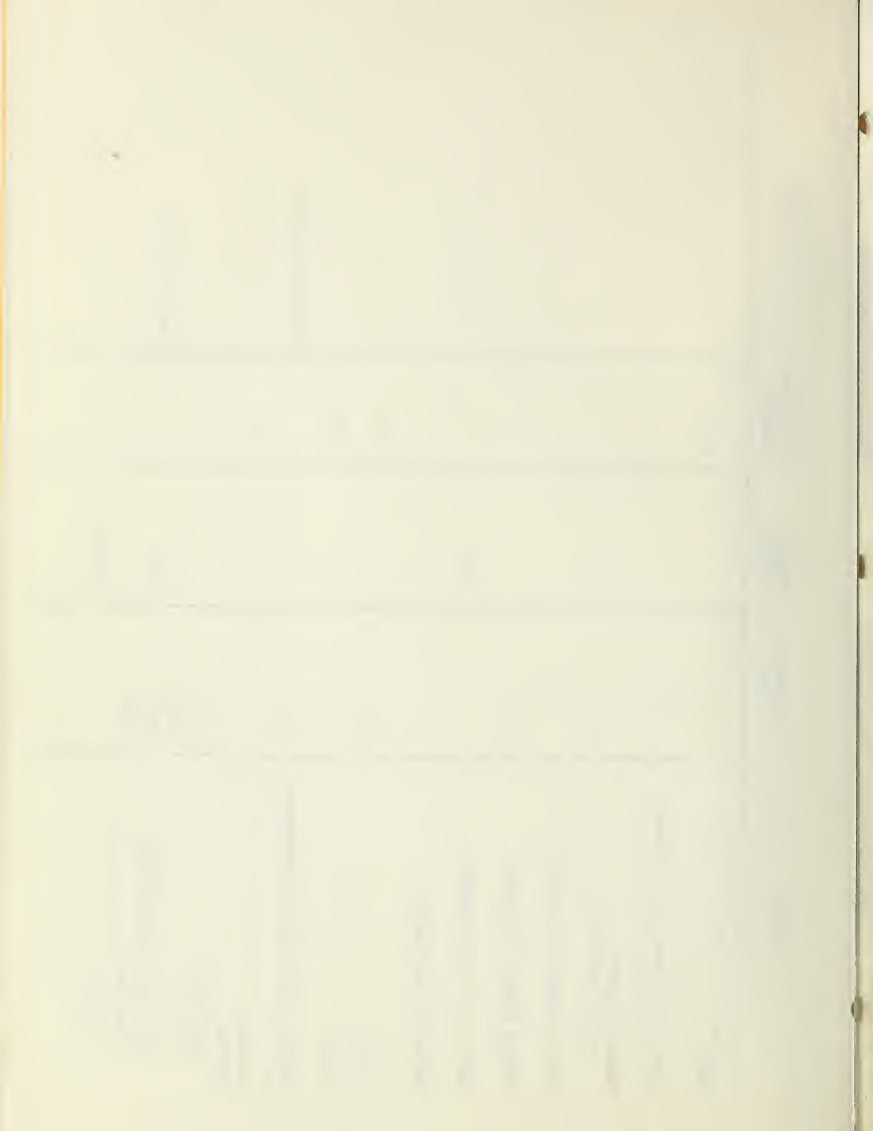
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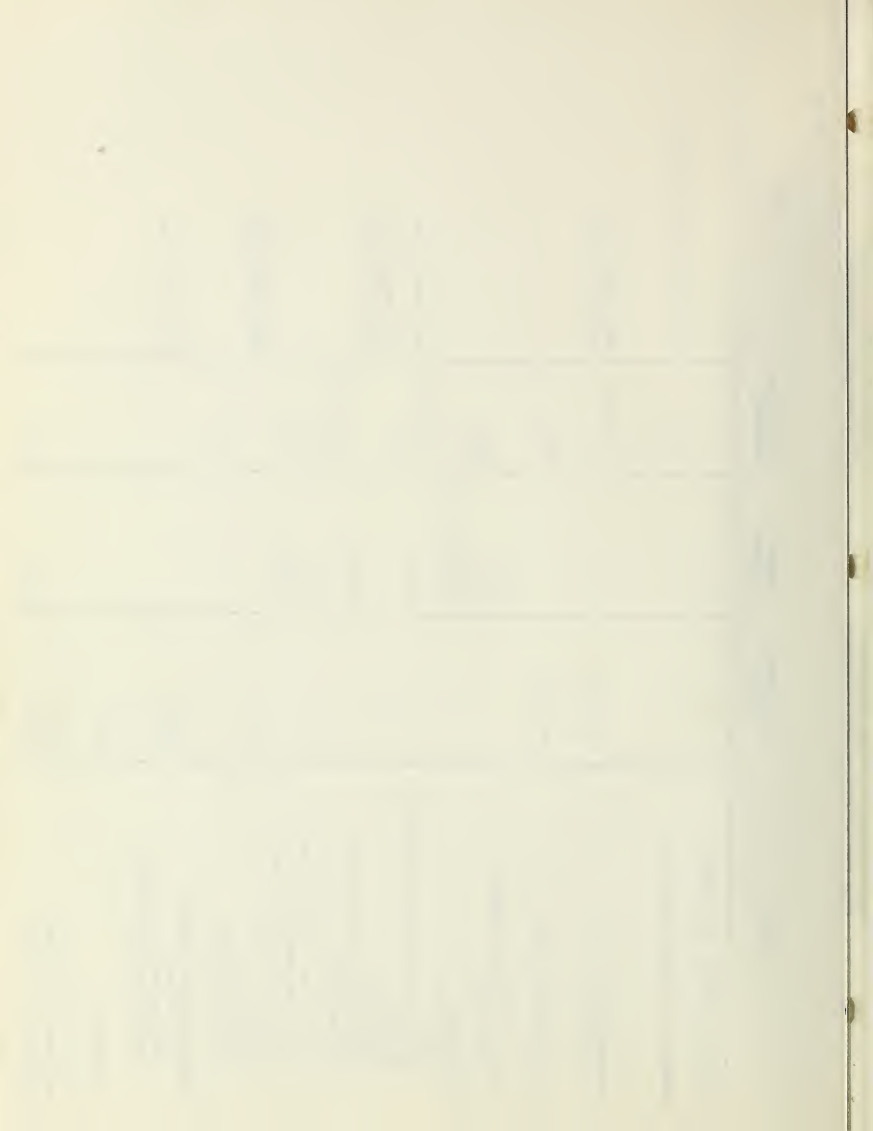
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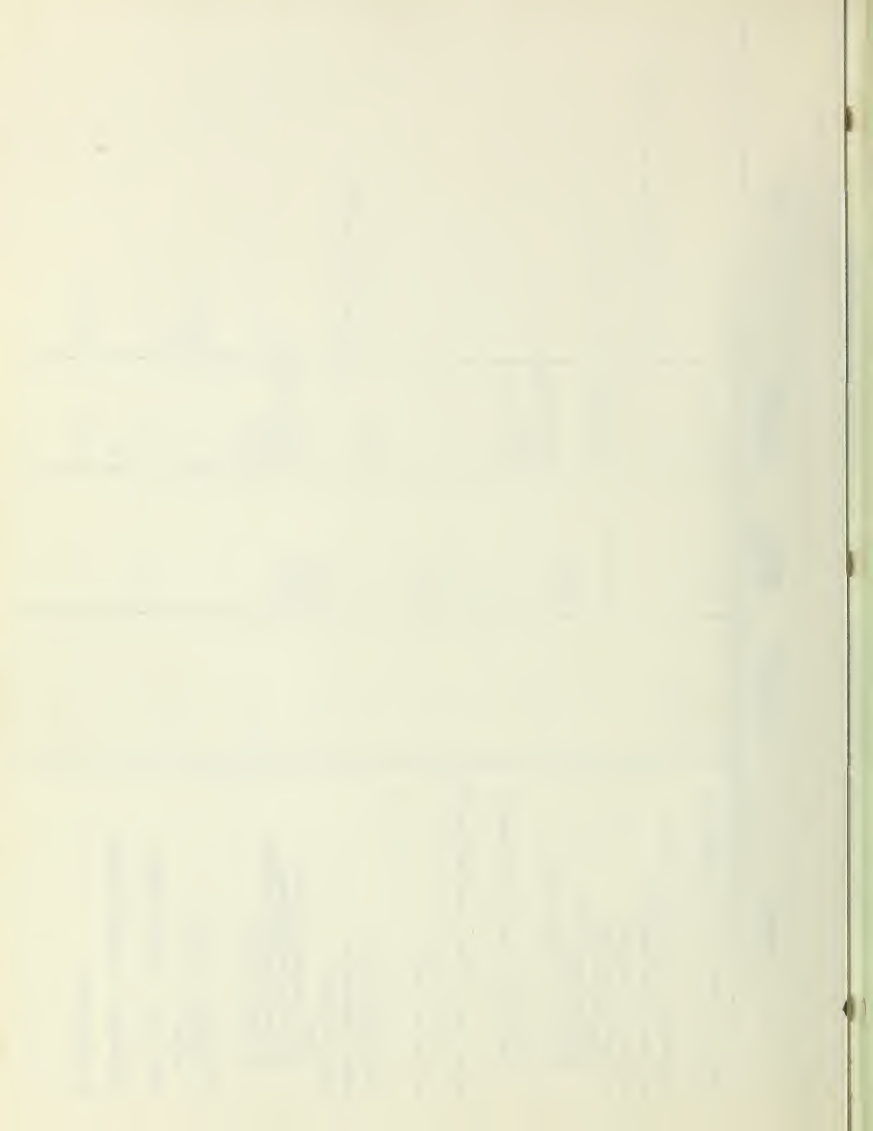
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City and County of San Francisco

Civil Service Commission



PERSONNEL REGULATIONS REFERENCE GUIDE

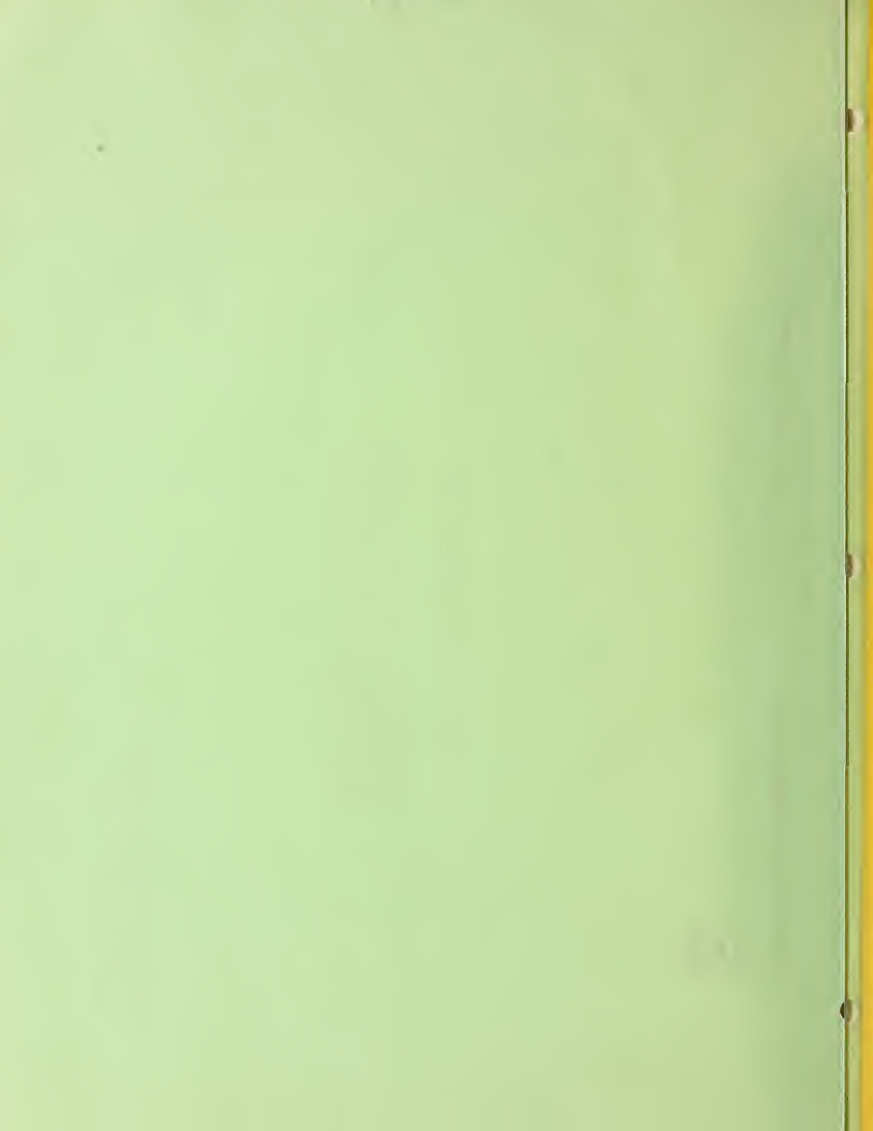
A Cross-Referenced Subject Index of the Civil Service and Related Provisions of the Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and other Laws, Regulations, and Court Decisions

Comments or Corrections regarding the PRRG should be directed to Al Walker, Assistant Secretary, Civil Service Commission, Room 153 City Hall

DOCUMENT

AUG 21

SAN FRANCISCO  
PUBLIC



## I N T R O D U C T I O N

This Personnel Regulations Reference Guide was established because of the needs of personnel officers and other City officials for a current ready reference manual to quickly and accurately locate information pertaining to personnel matters among many pertinent sources. Personnel matters in the City and County of San Francisco are covered by the City and County Charter, Civil Service Commission Rules, and several ordinances of the Board of Supervisors, all of which have been subject to legal interpretation by the City Attorney. The need for a basic reference guide has been recognized and desperately needed for a long time.

The Personnel Regulations Reference Guide is a compilation of the Civil Service and Related Provisions of the City and County Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and Other Laws, Regulations, and Court Decisions.

Copies of all cross-referenced sources cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission.

Comments or Suggestions relating to the Personnel Reference Regulations Guide should be sent to Al Walker, Assistant Secretary, Civil Service Commission, Room 153 City Hall.

This Reference Guide is current as of July 1980.

CIVIL SERVICE COMMISSION



HOW TO READ THE REFERENCE GUIDE

COURT DECISIONS

Reported court cases are referred to in terms of Volume, Source (abbreviation) and Page. A citation for 250 Cal. Rptr. 100 would be read as meaning Volume 250 of the California Reporter Series located at page 100.

Details concerning actual scope of the various legal reporters and their abbreviations are fully set out in the Preface pages of the specific reporter.

ORDINANCES

The Annual Salary Ordinance, Salary Standardization Ordinance, and the San Francisco Administrative Code are cross-referenced in the Reference Guide using the abbreviations ASO, SSO, and ADMIN. CODE.

No specific numerical sections are cited to the above ordinances because each ordinance contains a full and complete subject index of its own. The Reference Guide alerts the reader that the subject being researched is also contained in the ordinance. For the specific numerical sections, the index to the ordinance should be consulted.



## HOW TO READ THE REFERENCE GUIDE

### SUBJECTS

Subject headings are strictly alphabetical and cross-referenced to related topics or subheadings.

### ABBREVIATIONS

Because of space limitations, certain codes, statutes, and acts were abbreviated. The following is a list and complete spelling of the abbreviations cited:

AB	Assembly Bill - California Legislature
ASO	Annual Salary Ordinance
Cal.3d	California Supreme Court - Third Series
Cal.Const.	Constitution of the State of California
Cal. Ed. Code	California Educational Code
Cal. Elec. Code	California Elections Code
Cal. Gov. Code	California Government Code
Cal. Lab. Code	California Labor Code
Cal. Pen. Code	California Penal Code
CFR	Code of Federal Regulations
EER	Employer-Employee Relations Ordinance
FEPA	California Fair Employment Practice Act
Health & Saf. Code	California Health & Safety Code
LMRA	Federal Labor Management Relations Act
Mill. & Vet. Code	California Military & Veteran's Code
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P.L. #	Public Law # - Acts of U.S. Congress
S.F. Pol. Code	Police Code - City and County of San Francisco
SSO	Salary Standardization Ordinance
USCA	United States Codes Annotated
USC	United States Codes

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Opinions of the San Francisco City Attorney are cited by the number assigned to each opinion. The First number represents the year in which the opinion was written and the Second (after the dash) designates the sequence in which written. For example, 80-1 would be read as the first City Attorney Opinion for the year 1980.

Copies of all City Attorney Opinions cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission.



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L.A. Civil Serv.Com v Superior Ct of L.A.City  
(1976) 23 Cal.3d 55, 451 Cal.Rptr. 547.



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\* = At publication time of the  
FRMG, action was still pend-  
ing before the Board of  
Supervisors regarding New  
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Sections 22.02A, 22.02B &  
22.02E are not effective until  
ratified by the Board.

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\* = At publication time of the FRMS, action was still pending before the Board of Supervisors regarding New CSC Rule 22. Sections 22.02A, 22.02B and 22.02E are not in effect until ratified by the Board.

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(1979)

Labey, supra, 98 Cal.App.3d at 345



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PERSONNEL REGULATIONS REFERENCE GUIDE

A Cross-Referenced Subject Index of the Civil Service and Related Provisions of the Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and other Laws, Regulations, and Court Decisions

Comments or Suggestions regarding the PRRG should be directed to Al Walker, Assistant Secretary, Civil Service Commission, Room 153 City Hall

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## I N T R O D U C T I O N

This Personnel Regulations Reference Guide was established because of the needs of personnel officers and other City officials for a current ready reference manual to quickly and accurately locate information pertaining to personnel matters among many pertinent sources. Personnel matters in the City and County of San Francisco are covered by the City and County Charter, Civil Service Commission Rules, and several ordinances of the Board of Supervisors, all of which have been subject to legal interpretation by the City Attorney. The need for a basic reference guide has been recognized and desperately needed for a long time.

The Personnel Regulations Reference Guide (PRRG) is a compilation of the Civil Service and Related Provisions of the City and County Charter, Civil Service Commission Rules, Certain Ordinances, Selected City Attorney Opinions, and Other Laws, Regulations, and Court Decisions.

Copies of all cross-referenced sources cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission, City Hall.

Comments or Suggestions relating to the Personnel Reference Regulations Guide should be sent to Patrick Barrett or Al Walker, Assistant Secretary, Civil Service Commission, Room 153 City Hall.

This Reference Guide is current as of August 1981.

CIVIL SERVICE COMMISSION



## HOW TO READ THE REFERENCE GUIDE

### COURT DECISIONS

Reported court cases are referred to in terms of Volume, Source (abbreviation) and Page. A citation for 250 Cal. Rptr. 100 would be read as meaning Volume 250 of the California Reporter Series located at page 100.

Details concerning actual scope of the various legal reporters and their abbreviations are fully set out in the Preface pages of the specific reporter.

### ORDINANCES

The Annual Salary Ordinance, Salary Standardization Ordinance, and the San Francisco Administrative Code are cross-referenced in the Reference Guide using the abbreviations ASO, SSO, and ADMIN. CODE.

No specific numerical sections are cited to the above ordinances because each ordinance contains a full and complete subject index of its own. The Reference Guide alerts the reader that the subject being researched is also contained in the ordinance. For the specific numerical sections, the index to the ordinance should be consulted.



# HOW TO READ THE REFERENCE GUIDE

## SUBJECTS

Subject headings are strictly alphabetical and cross-referenced to related topics or subheadings.

## ABBREVIATIONS

Because of space limitations, certain codes, statutes, and acts were abbreviated. The following is a list and complete spelling of the abbreviations cited:

AB	---	Assembly Bill - California Legislature
ASO	---	Annual Salary Ordinance
Cal. 3d	---	California Supreme Court - Third Series
Cal. Const.	---	Constitution of the State of California
Cal. Ed. Code	---	California Educational Code
Cal. Elec. Code	---	California Elections Code
Cal. Gov. Code	---	California Government Code
Cal. Lab. Code	---	California Labor Code
Cal. Pen. Code	---	California Penal Code
CFR	---	Code of Federal Regulations
EER	---	Employer-Employee Relations Ordinance
FEPA	---	California Fair Employment Practice Act
Health & Saf. Code	---	California Health & Safety Code
LMRA	---	Federal Labor Management Relations Act
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SSO	---	Salary Standardization Ordinance
USCA	---	United States Codes Annotated
USC	---	United States Codes

## CITY ATTORNEY OPINIONS

Opinions of the San Francisco City Attorney are cited by the number assigned to each opinion. The First number represents the year in which the opinion was written and the Second (after the dash) designates the sequence in which written. For example, 82-1 would be read as the first City Attorney Opinion for the year 1982.

Copies of all City Attorney Opinions cited in the Reference Guide are available for review in the Office of the Assistant Secretary, Civil Service Commission.



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SUBJECT	CIVIL SERVICE RULES	CHAPTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
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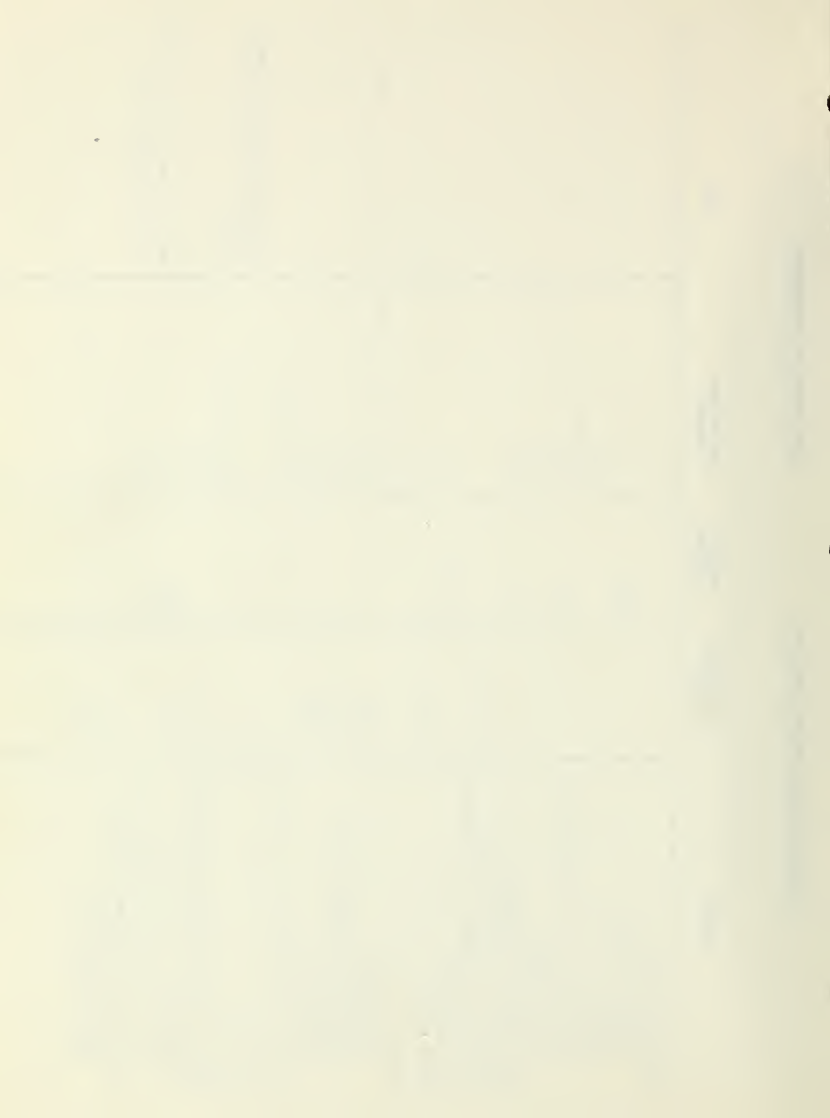
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
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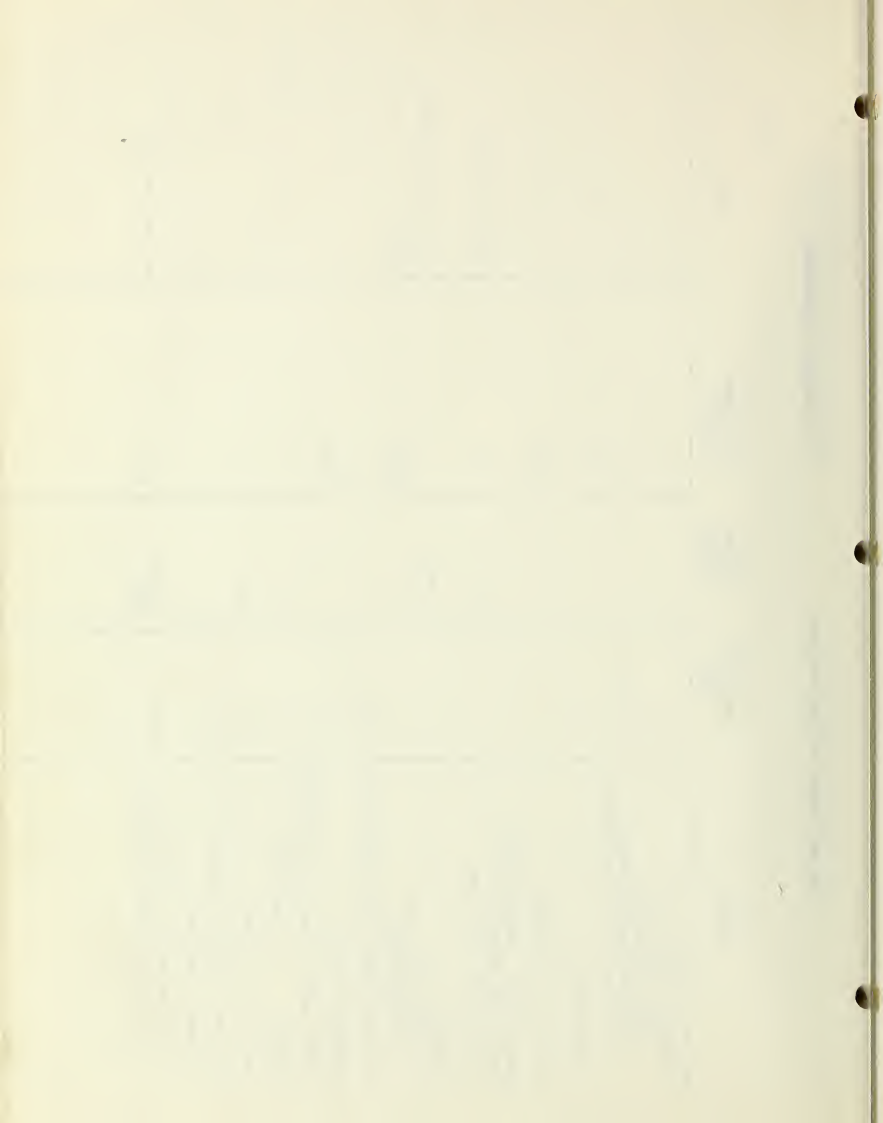


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## Civil Service Commission

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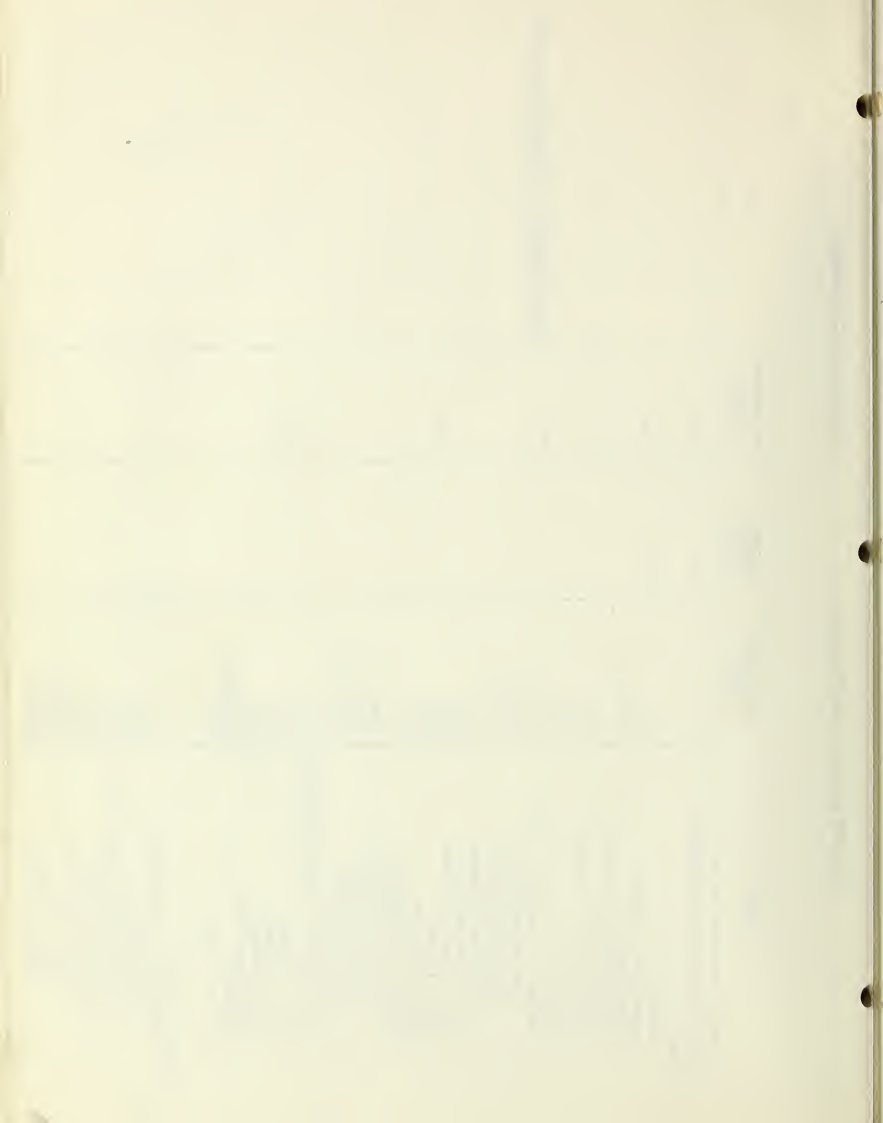
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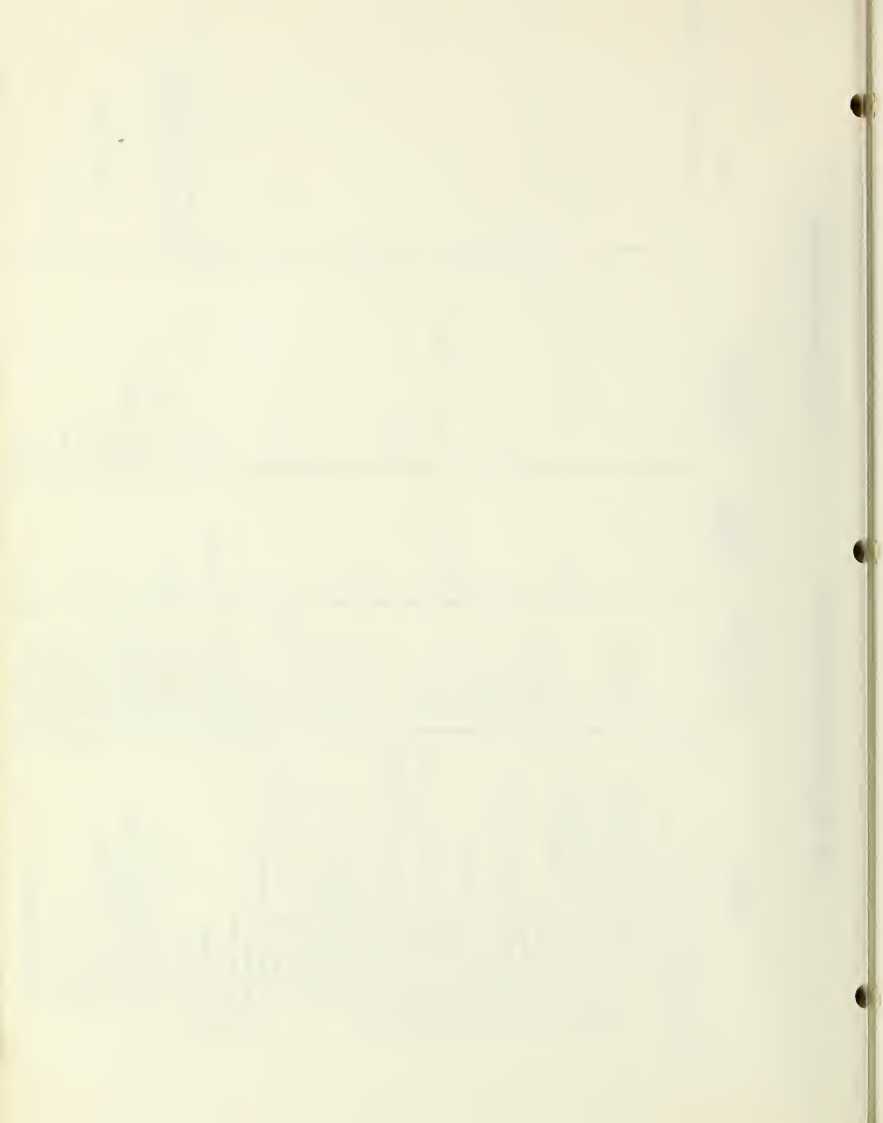
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95-555 42 U.S.C. 2000e  
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Restrictions

Sick Leave Without Pay

Eligibility & Requirements for

To Accept Other City & County Position

Vacation Leave

War Effort Leave

Witness or Jury Duty Leave

"LIKE WORK, LIKE PAY"

LIMITED TENURE APPOINTMENT (See EMPLOYEE)

LIMITED TERM TRANSFER (See TRANSFER)

LITIGATION (See ADVERSE COURT DECISION)

LISTS (See ELIGIBLE LIST)

LUMP SUM PAYMENT

Muni Employees

Police Officer

Retirement at age 65

22.04

22.13

22.03 (A) 3 \*

22.02 (B) (10)

22.02 (B) (B)

22.02 (A) (3)

22.02 (B) (6)

22.02 (B) (1)

22.02 (B) (8)

22.02 (B) (4)

22.02 (B) (1)

22.02 (A) (3)

22.02 (B) (9)

22.02 (A) (5)

22.02 (B) (2)

22.02 (C)

22.02 (C) (1-4)

22.04

21.01-03, 22.11

22.05 (B)

22.09

8,360

8,361

8,363

8,400 (S)

8,363

69-17, 69-44

69-35 71-19 71-56

73-68, 73-105, 80-26, 80-55

80-55

76-37

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78-56, 79-6, 80-26

73-105, 78-56

76-5

71-1, 71-7, 76-22, 73-106, 78-89

80-41

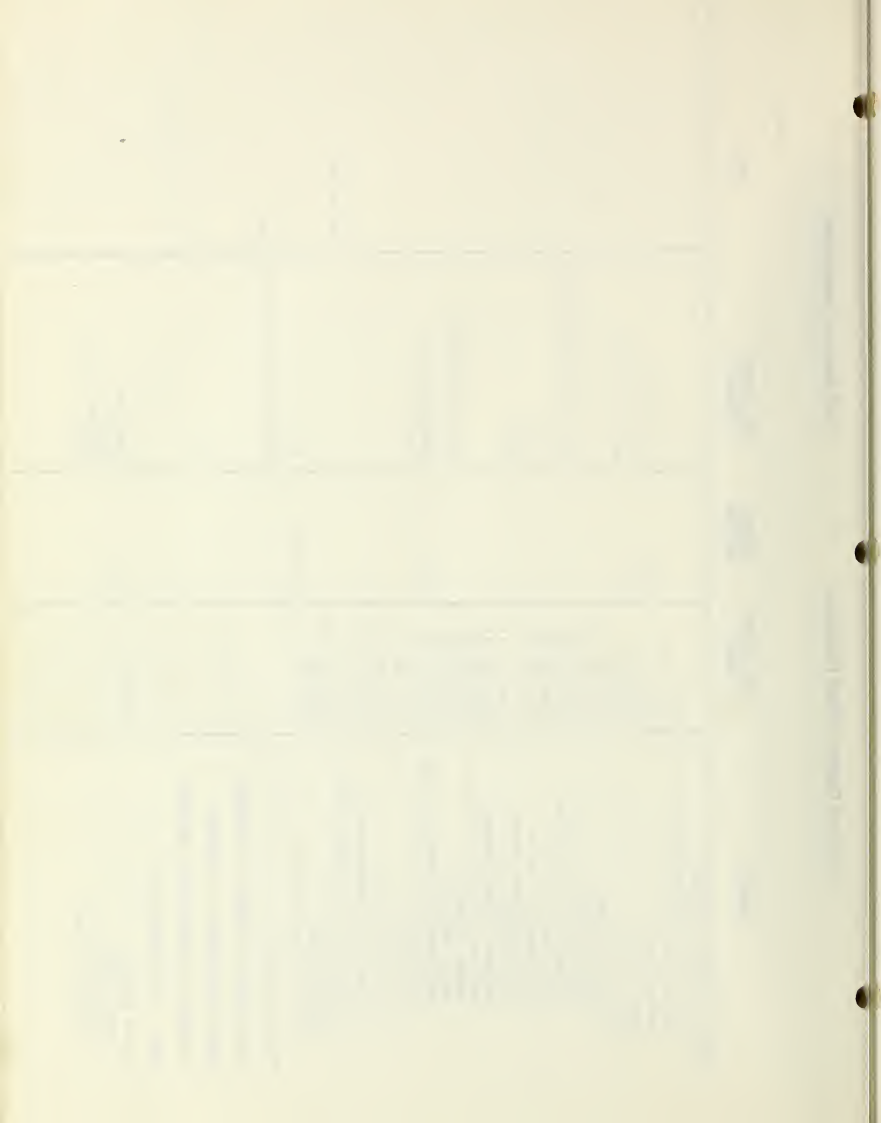
78-56, 79-6

72-119

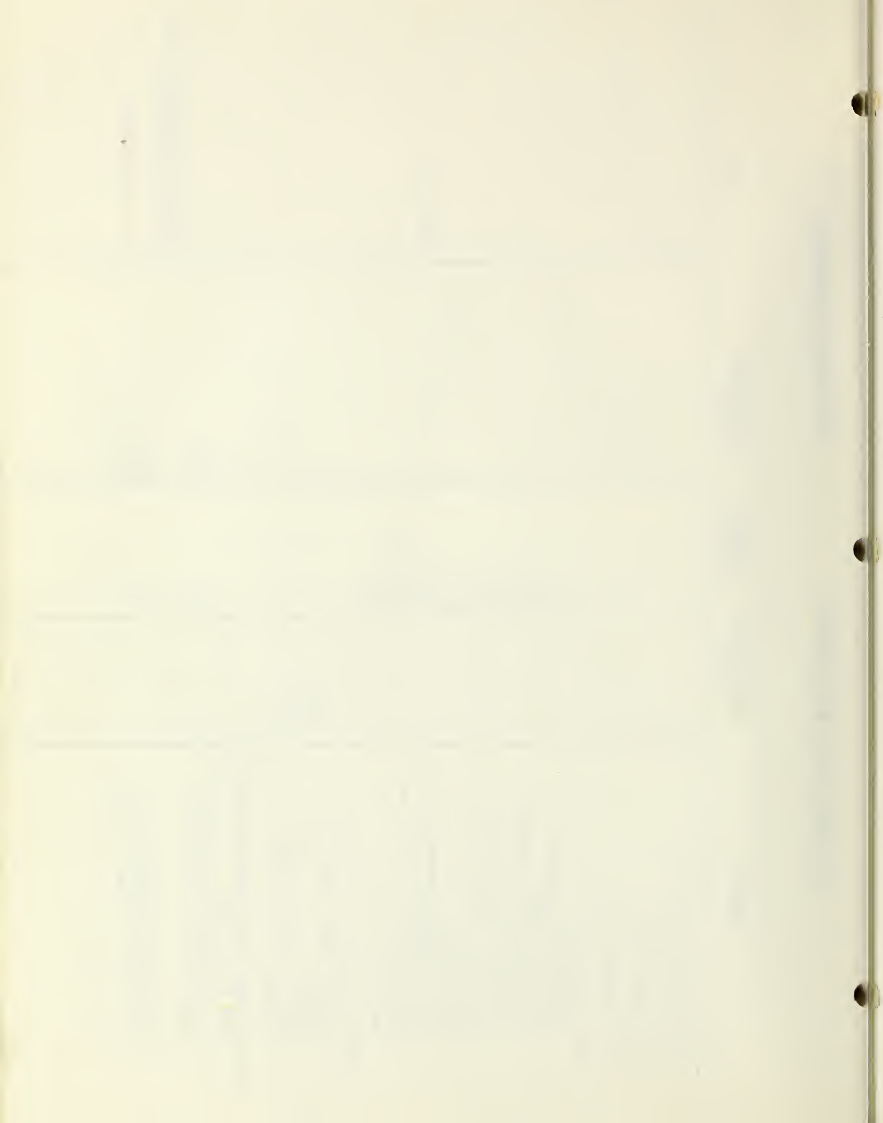
69-17, 69-35 74-41

73-145

Admin. Code



<p>MAINTENANCE AND CHARGES</p> <p>"MAY" - LEGALLY DEFINED</p> <p>MAYOR - SUCCESSION TO OFFICE</p> <p>MEDICAL CARE SYSTEM</p> <p>Adoption of Plans</p> <p>Continuation of Existing Plan</p> <p>Contribution to Fund</p> <p>Effect of Other Charter Provisions</p> <p>Establishment Of</p> <p>Limitations of Claims by Members</p> <p>Medical Care - Defined</p> <p>Membership In</p> <p>Persons Covered</p> <p>Revision of Sch. Of Compensation</p> <p>Right of Selection</p> <p>Specificity Required of Health Plan</p> <p>System Fund</p> <p>Transitions</p> <p>MEDICAL EXAMINATIONS</p> <p>Appointee's Appeal Of Rejection</p> <p>Employees</p> <p>Rejection</p> <p>Request of Appointing Officer</p> <p>Requirement For Appointees</p> <p>MEET AND CONFER (See Also MEYERS-MILLAS ACT)</p> <p>Board of Supervisors</p> <p>Issues of Collective Bargaining</p> <p>Charter Amendments and Ordinances</p> <p>Lay-Off</p> <p>Mayor's Budget Allocation</p> <p>With Recognized Employee Organizations</p> <p>With Officers &amp; Employees - Detailing</p>	<p>3.100</p> <p>8.422</p> <p>8.421</p> <p>8.430</p> <p>8.427</p> <p>8.420</p> <p>8.431</p> <p>8.430</p> <p>8.420</p> <p>8.425</p> <p>8.426</p> <p>8.424, 8.425</p> <p>8.428</p> <p>8.432</p> <p>15.03 B</p> <p>15.02</p> <p>15.03 A</p> <p>22.02 A (4)</p> <p>15.01</p> <p>3.500</p> <p>6.203</p>	<p>78-7, 79-45</p> <p>78-91, 80-16</p> <p>76-46</p> <p>74-8</p> <p>76-21</p> <p>90-40</p> <p>77-2, 72-76</p> <p>73-112</p>	<p>SSO ASO</p> <p>126 P2d 647; 203 P2d 758</p> <p>Amended 11/73</p> <p>Cal.Const.Art. XI Sec. 3 Admin C</p> <p>L.A. CSC v Sup Ct of L.A. 23 Ca3d</p> <p>55 Cal.Gov Code 3500</p> <p>Gov. Code 54950-54960</p>
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SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
MEETINGS, CIVIL SERVICE COMMISSION Adjourned, Regular Authority	4.02	3.500(f)		
Calendar'd Matters To Be Postponed	5.11	3.660		
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Holidays and	4.01			
Meet and Confer (See MEET and CONFERENCE)				
Minutes of CSC Meetings	4.06			
Motion Questions	5.08			
Motions by Commissioner	5.03			
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Out of Order Items on CSC Agenda	5.10			
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Quorum	4.04	3.500(i)		
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Requirement to Vote	4.01	3.500		
Robert's Rules of Order	5.15			
Roll Call Vote	5.09			
Seconding of Motion	5.04			
Special Meeting	5.03	3.500(g), 3.660		
Tape Recordings	4.03			
Tie Vote				
Written Report, Requirement For	5.05			
	5.14			
MEMORANDUM OF UNDERSTANDING (M.O.U.) - FUC				
MEYERS-MILLAS BROWN ACT				
Actions of Committee				
Board of Supervisors-M.O.U.				
Employee-Relations Division				
Non-Public Hearing				
S.F. U.S.D.				
MILEAGE ALLOWANCE - CCSF				
MILITARY LEAVE (See LEAVES)				

78-2, 79-42, 79-56 Ralph M. Brown Act - Gov. Code 54950-54960

Admin. Code

78-279-42, 79-36 Ralph M. Brown Act, Cal. Gov. C 54950-60  
78-91, 80-53 81-45

Admin. Code

74-123  
72-1

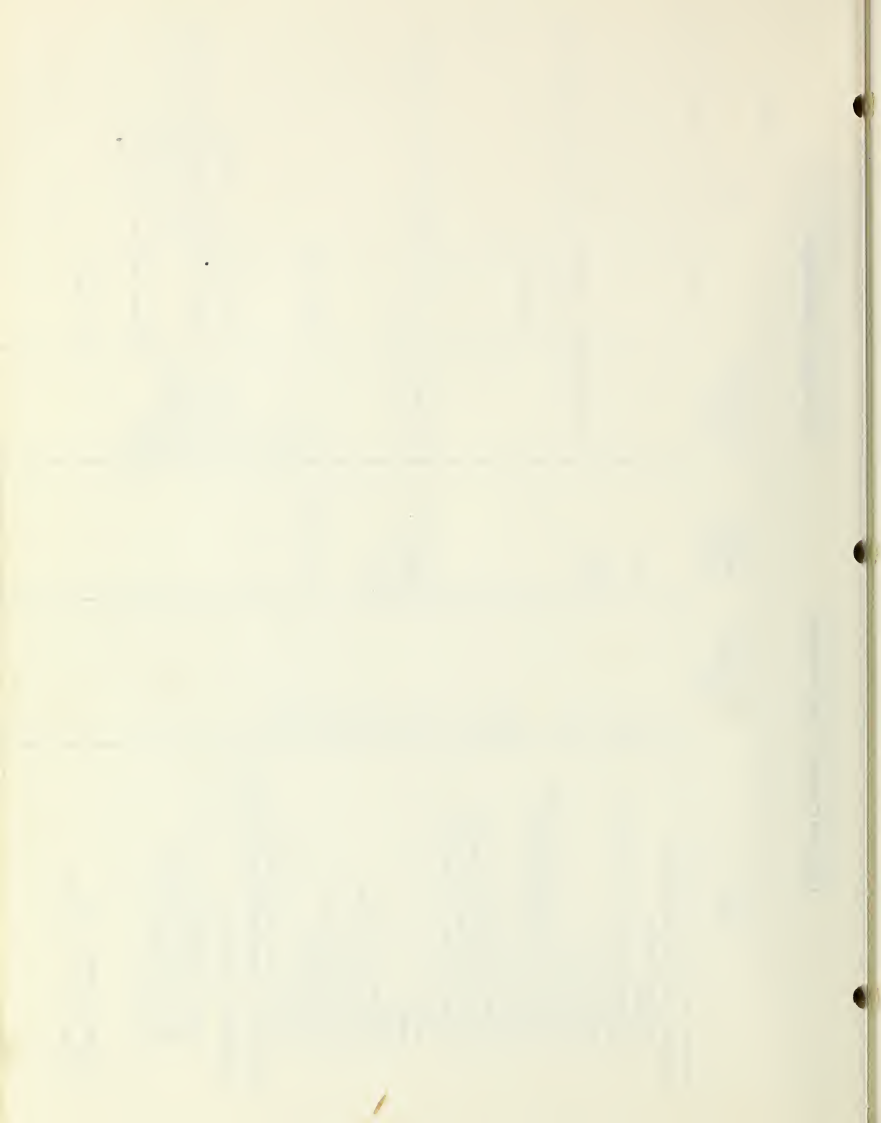
80-65

Cal. Gov. Code Sec. 3500-3511

Admin. Code, Labor Management Relations Act  
(LMRA) 29 U.S.C.

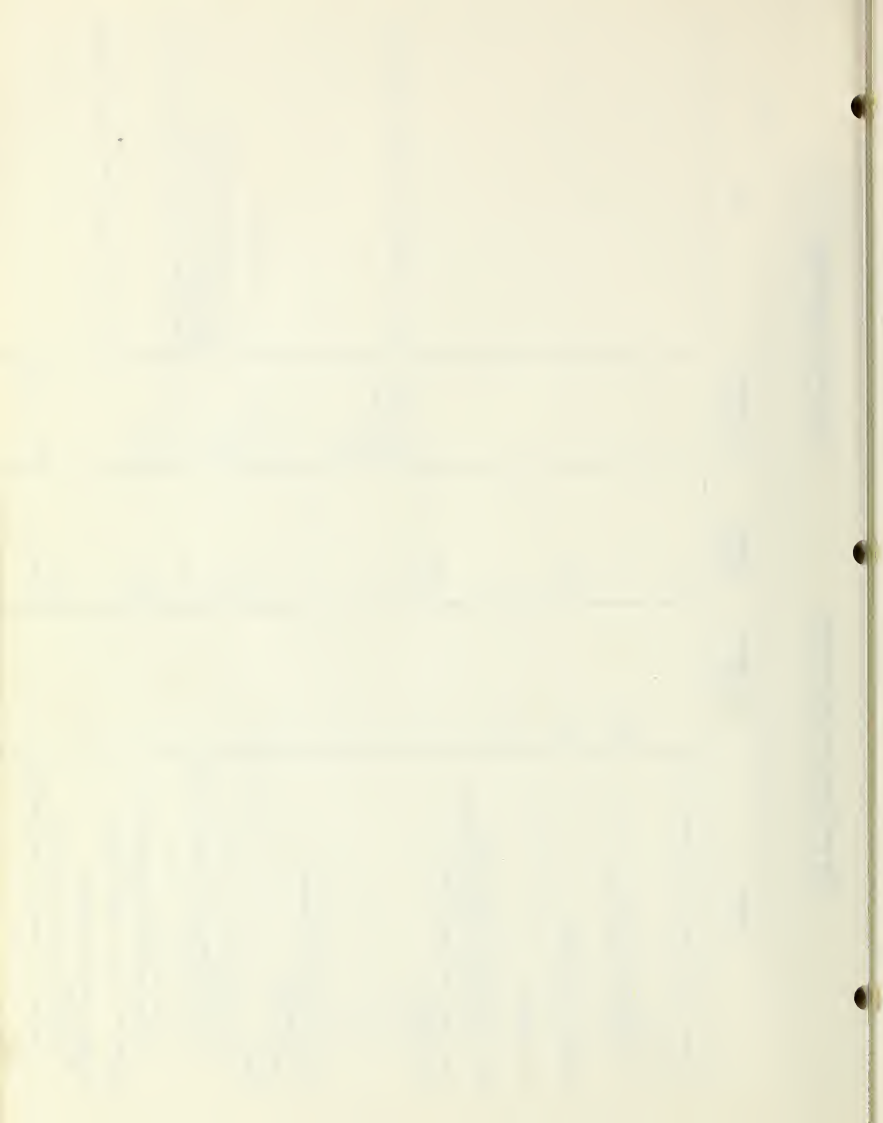
Employer Employee Relations Ord.

AAC - Sec 17

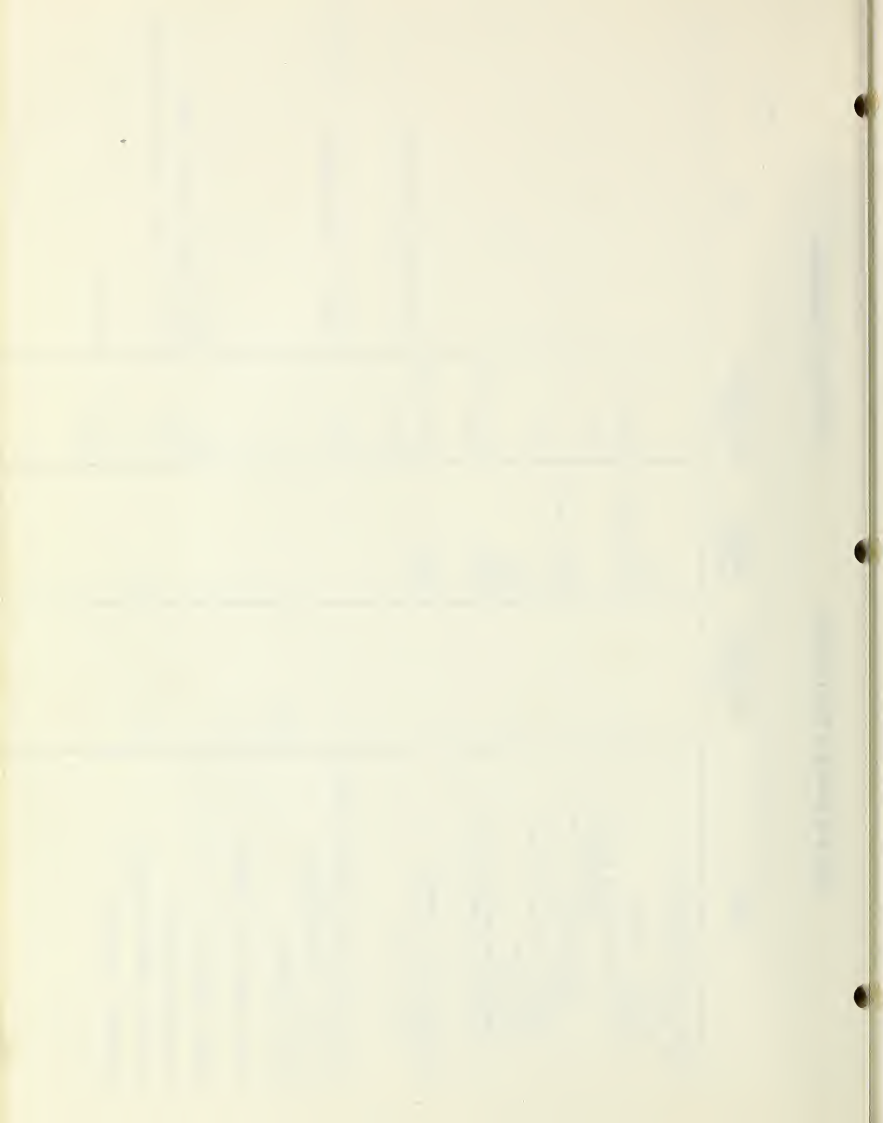


## Civil Service Commission

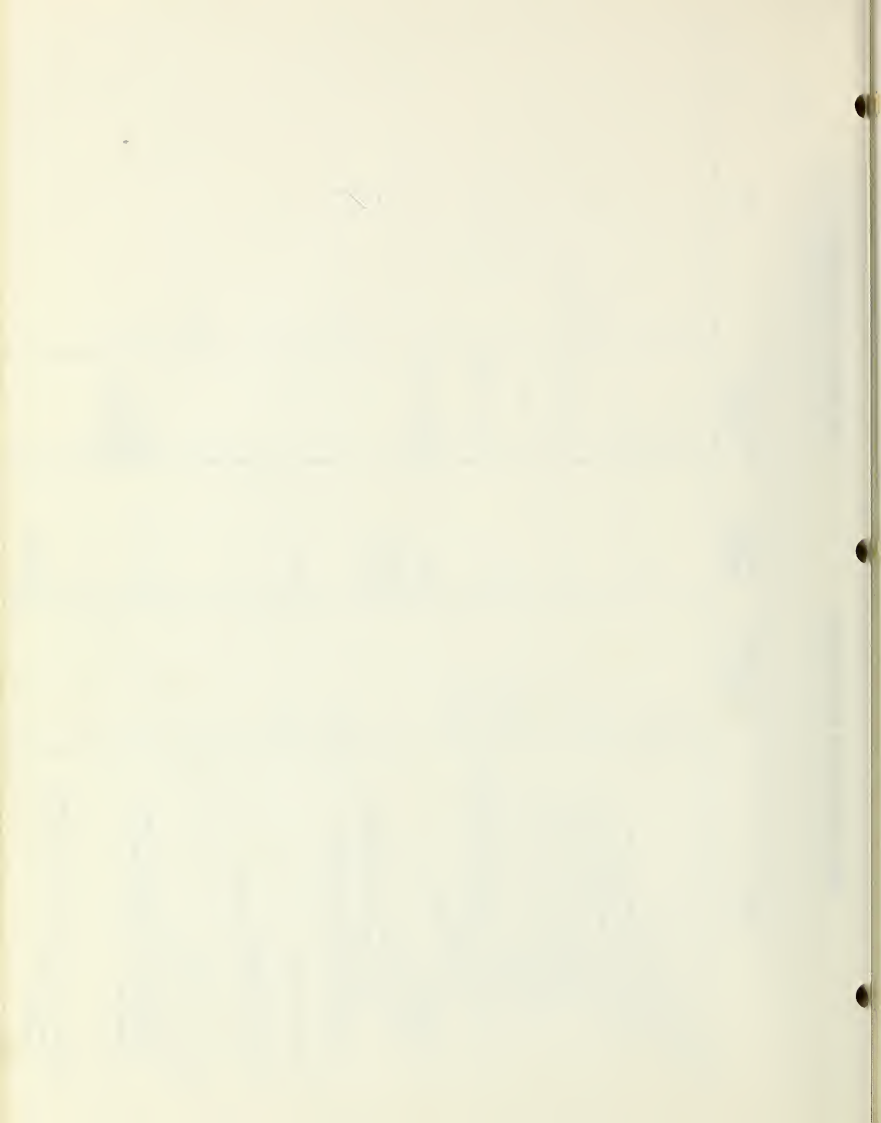
<p>MILITARY SERVICE, CREDIT FOR RETIREMENT FUND</p> <p>MINORITIES</p> <p>Discrimination Against Training Opportunities For</p> <p>MINUTES OF CSC MEETINGS</p> <p>MOOT QUESTION</p> <p>MUNI (See TRANSPORT WORKERS UNION, LOCAL 250-A or TRANSIT OPERATOR)</p> <p>NEAR LIST (See ELIGIBLE LIST)</p> <p>NON-CITIZENS Employment</p> <p>Police</p> <p>NON-CIVIL SERVICE APPOINTMENTS (See EMPLOYEE)</p> <p>NOTICE, PUBLIC</p> <p>OATHS</p> <p>Anti-Strike Oath, Police &amp; Fire Of Allegiance</p> <p>Police Officers (Oath Requirement Deleted by Court Decision)</p> <p>Refusal to Sign</p> <p>Required of CSC Comms. Taking Office</p> <p>OFFICERS FOR JUSTICE - CONSENT DECREE</p> <p>OFFICERS OF CITY AND COUNTY OF SAN FRANCISCO</p> <p>Absence from State of California</p> <p>Conflict of Interest (See Also CONFLICT)</p>	<p>8.521</p> <p>1.03</p> <p>1.03</p> <p>4.06</p> <p>5.08</p> <p>3.500</p> <p>4.03</p>	<p>69-1, 70-62</p> <p>70-62, 71-41,</p> <p>71-36, 76-42,</p> <p>76-54</p> <p>69-5</p> <p>79-42, 79-56</p> <p>76-11</p> <p>74-81</p> <p>74-81</p> <p>78-14, 81-44</p>	<p>Cal. Gov. Code 24001, Cal. Elec. Code Sec. 20</p> <p>Cal. Gov. Code 54957</p> <p>Cal. Gov. Code Secs 18153, 19572</p> <p>Cal. Const. Art. XV, Section 3</p> <p>Admin. Code</p> <p>S.F. POA Assn v. GOSF, 69 C.A.3d 1019 (1977)</p> <p>N.D.C.A. No. C-73-0657 RFP &amp; No. C-77-2884 RFP</p>
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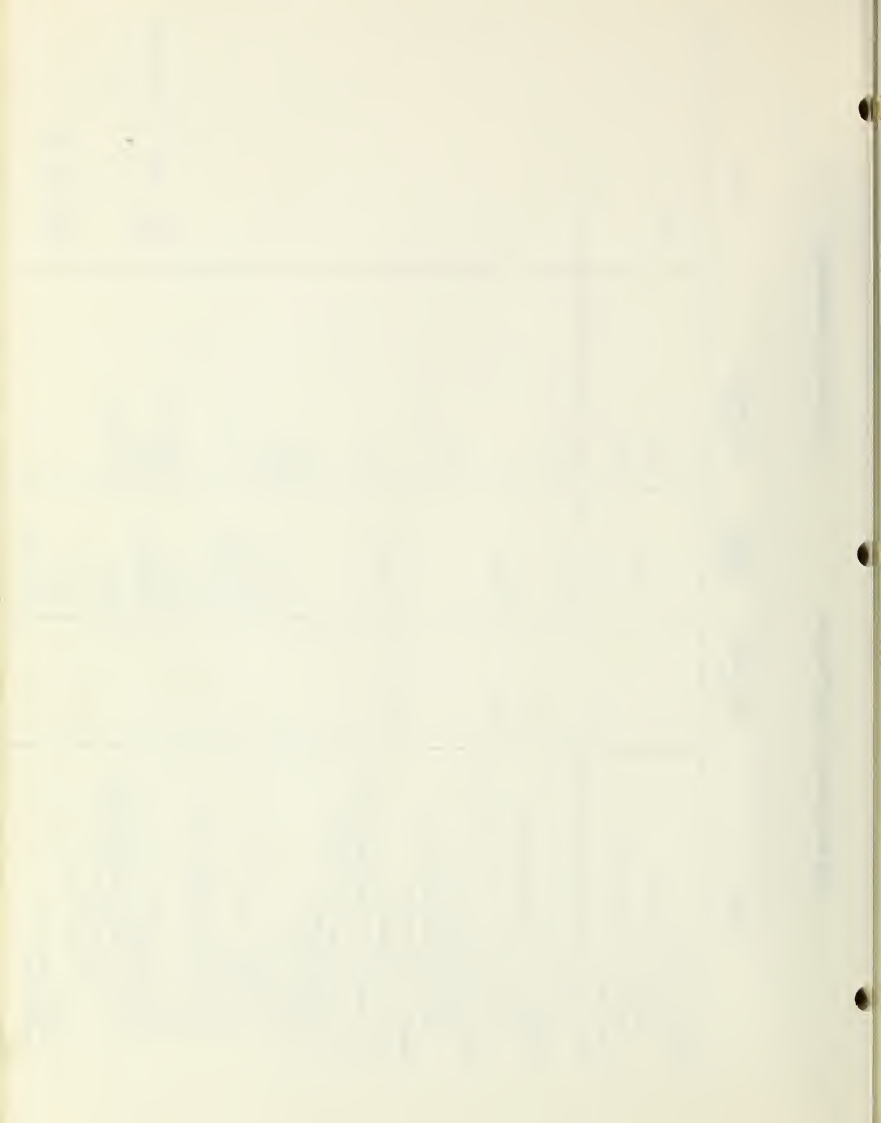
SUBJECT	CIVIL SERVICE RULES	CHAPTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
OFFICERS OF CITY AND COUNTY OF SAN FRANCISCO (CONT'D)				
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Dual Office Holding		8.105, 8.300(6)	81-44, 75-79	
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Hatch Act (Federal Election Campaign Act)			75-57	
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New Media		8.106		
Penalty for Official Misconduct		8.100		
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When Position Is Deemed Vacated				
OFFICIAL MISCONDUCT, GENERALLY				
Payroll		8.106	78-83, 80-53	Health & Safety Code Sec 1439
Removal Procedures		8.400(b)	77-11	
OFFICE PARTIES-Injuries incurred by employer				
OEAL BOARDS (See EXAMINATIONS)			74-128	<u>McCarty v. Workmen's Comp. Bd</u> 12 Cal.2d 677
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ORDER OF PRESENTATION AT HEARINGS	5.13			
ORDERLY - CLASS 2303				
ORS COMPLIANCE AGREEMENT			78-53	Health & Safety Code 1439.1 -1439.8
OUT OF ORDER ITEMS ON CSC AGENDA			79-67	N.D.CA -No.C-73-0657 and No.C-77-2884 Consold.
OVERPAYMENTS - RECOVERY OF	5.10		71-58, 70-25, 69-60	Admin. Code



SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
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Working 35 hours per week				
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Professional Employees	31.04		77-34	ASO, SSO
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Compensatory Time Off, Former				
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Decision	31.04(e)		73-61, 73-131	
Maintenance of Records of Comp. Time	31.04(a)			
Time Off to compensate for Overtime	31.04(a)		No. 1451-6/20/60	
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Departments	31.04(b)			
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Firefighter		8.452	74-56	
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Police Officers		8.451(d)	74-124	
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During Vacations and Holidays		8.451(e)		
Recordation				
Saturday Morning Work Schedule	31.02			
		8.300(3)		SSO
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<b>PART-TIME EMPLOYMENT</b>				
(See EMPLOYMENT, ADDITIONAL)				
<b>PART-TIME PERMANENT</b>				
<b>PAY (See Also SALARY)</b>				
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Hazard Pay			69-52, 69-95, 69-108	
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Periods		8.400(d) 8.400(b)		



SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPTIONS	OTHER
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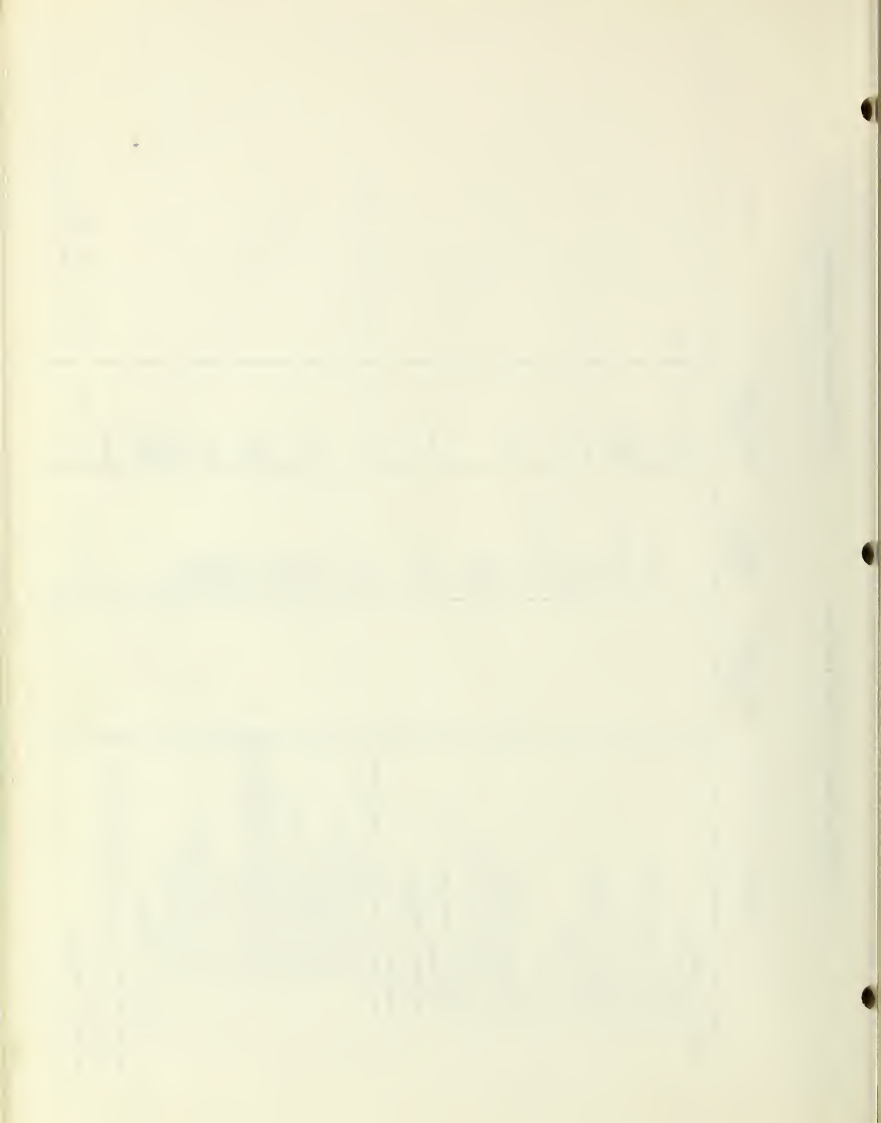


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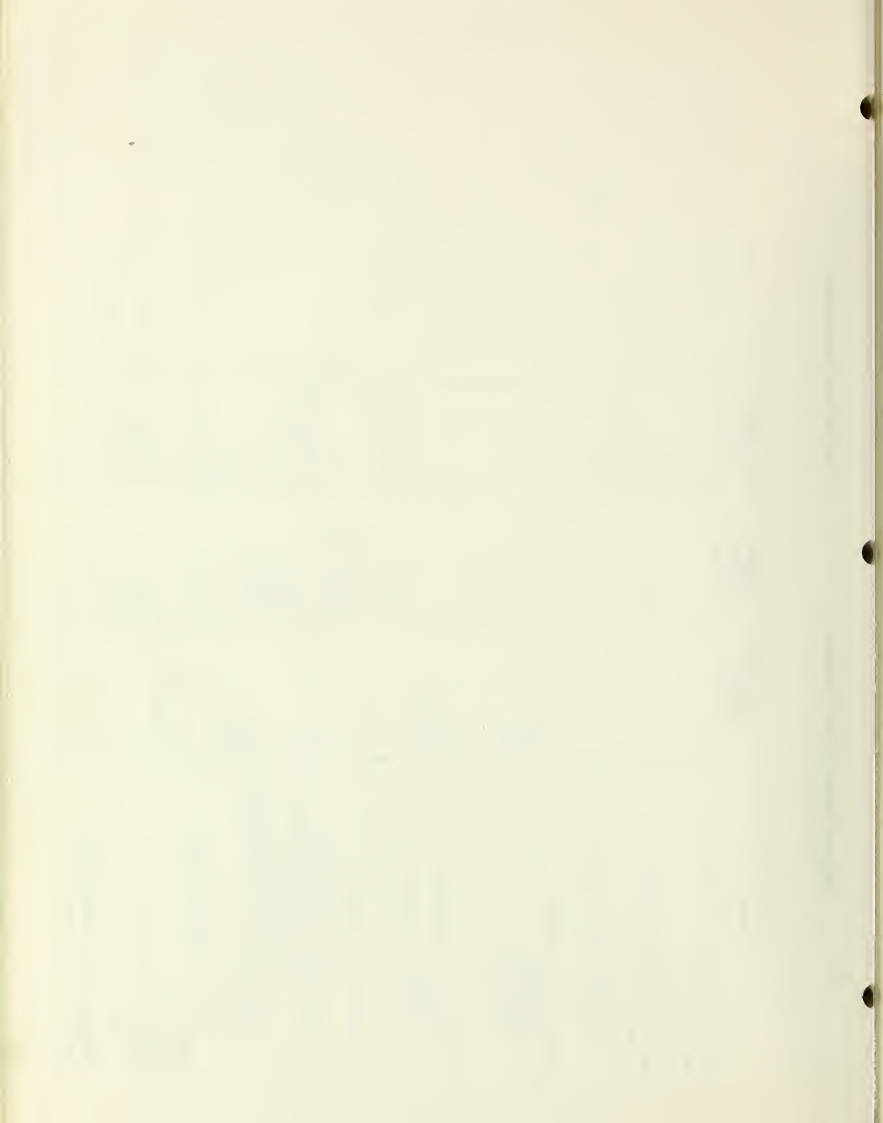
CITY ATTORNEY  
OPINIONSCHARTER  
SECTIONSCIVIL SERVICE  
RULES

SUBJECT

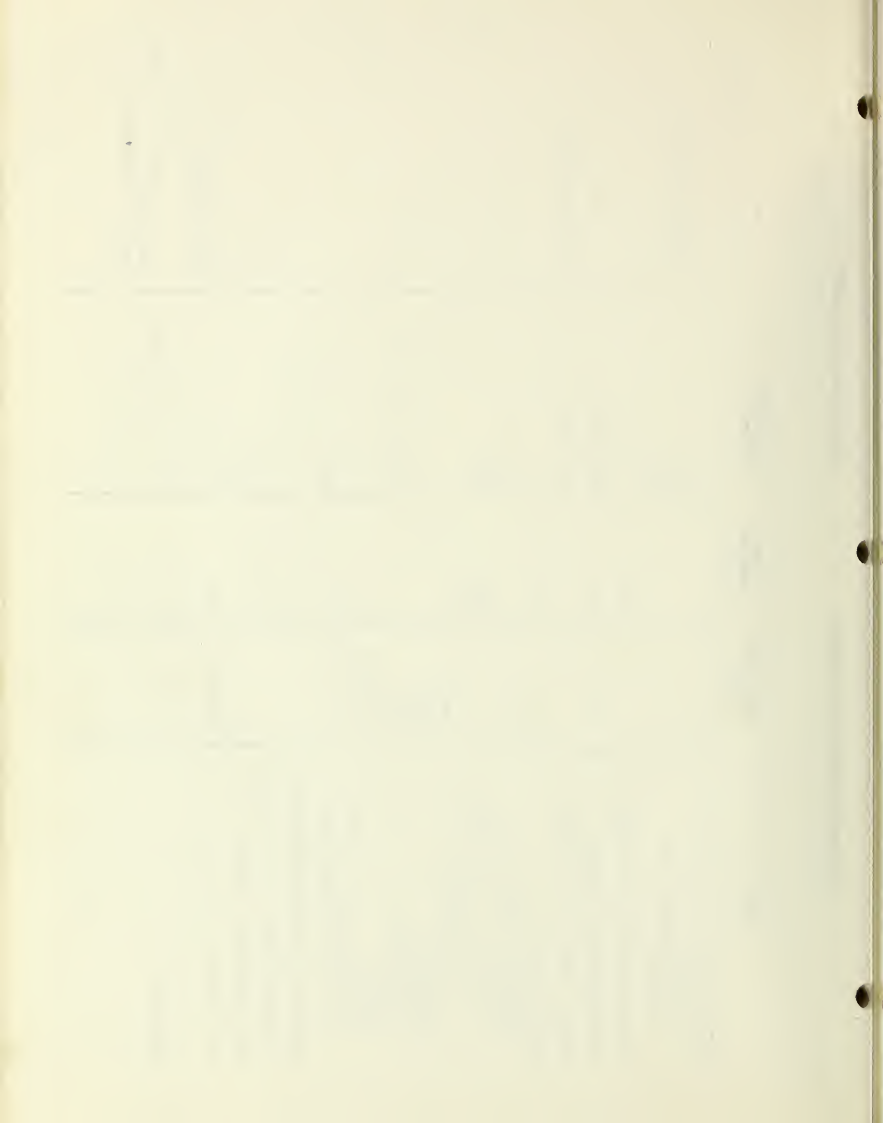
POLICE DEPARTMENT				
Additional Rank				
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Limitation				
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Membership, Defined				
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Before Jan. 8, 1932 and				
July 1, 1945	8.543	79-81		
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POLITICAL ACTIVITY		77-24		Cal. Gov. C Sec. 19703-19730
POLITICAL CONTRIBUTION				



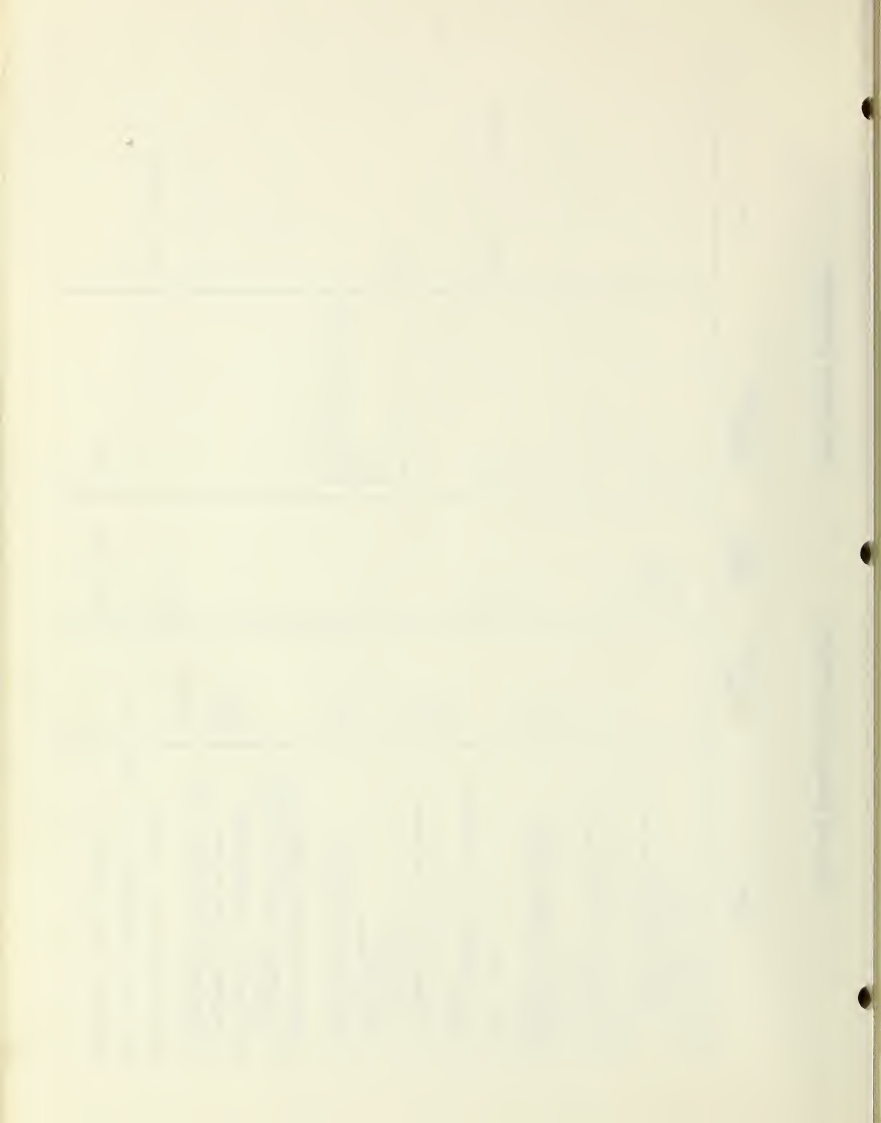
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
PORT ELECTRICIANS			71-80	
PORT OF SAN FRANCISCO EMPLOYEES Benefits to Employees		3.583 3.581	72-62 69-9, 69-106, 69-110, 70-32 70-33 78-2	Stats. 1968, Ch. 1333 70-8, 80-18
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22.02 (A) (3)		5.101		SSO Prop. J - Nov. 80
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		7.100 7.200	78-55	



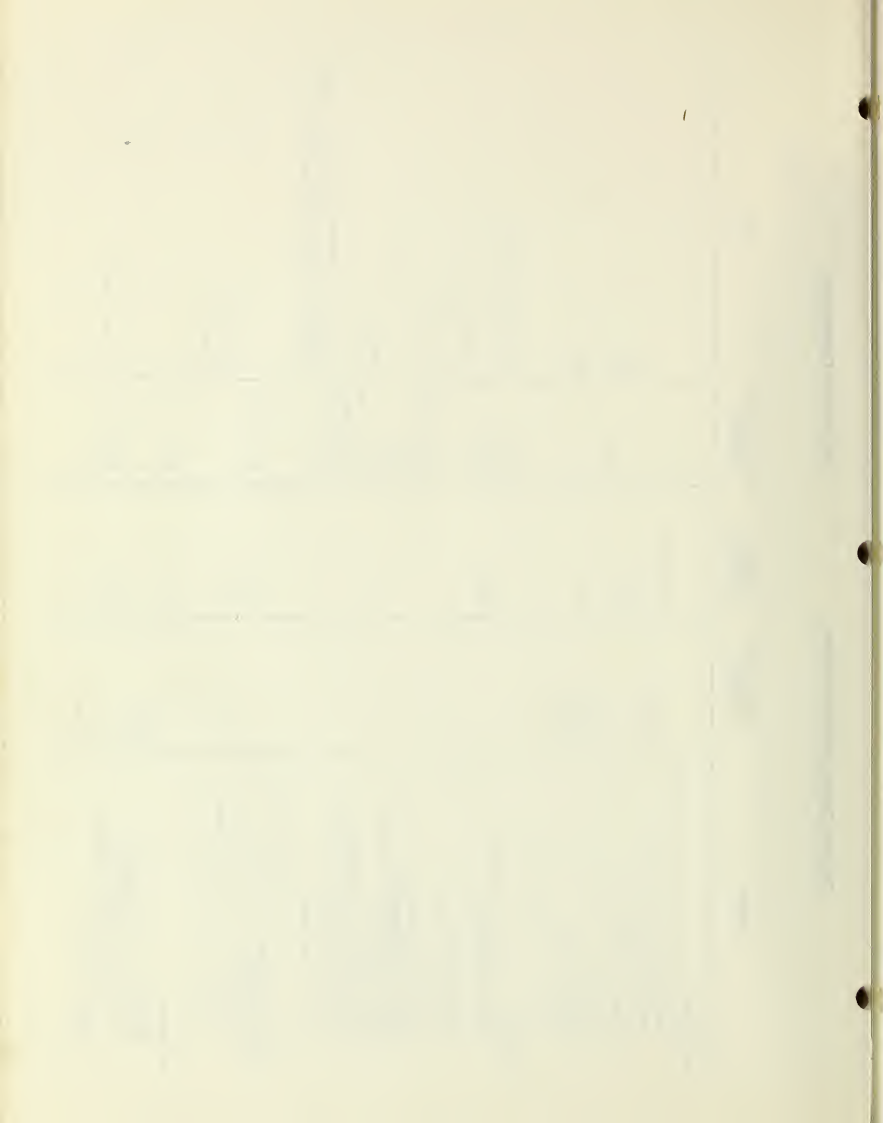
SUBJECT	CIVIL SERVICE RULES	CHAPTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
PRIVACY, RIGHT TO Invasion Of Secondary Employment Record Work Record			77-19 78-11 63-7	Cal. Const. Art. I Sec. I Cal. Penal Code 630-637 Privacy Act of 1974 - 20 U.S.C.
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Back Salary, CSC's Auth to Award	16.02			
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Police, Fire & Sheriff Depts		8,340	45-3641	
S.F. Intl. Airport Employees		8,340	80-25	
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PUBLIC HEALTH NURSE - TERMINATION			73-102	
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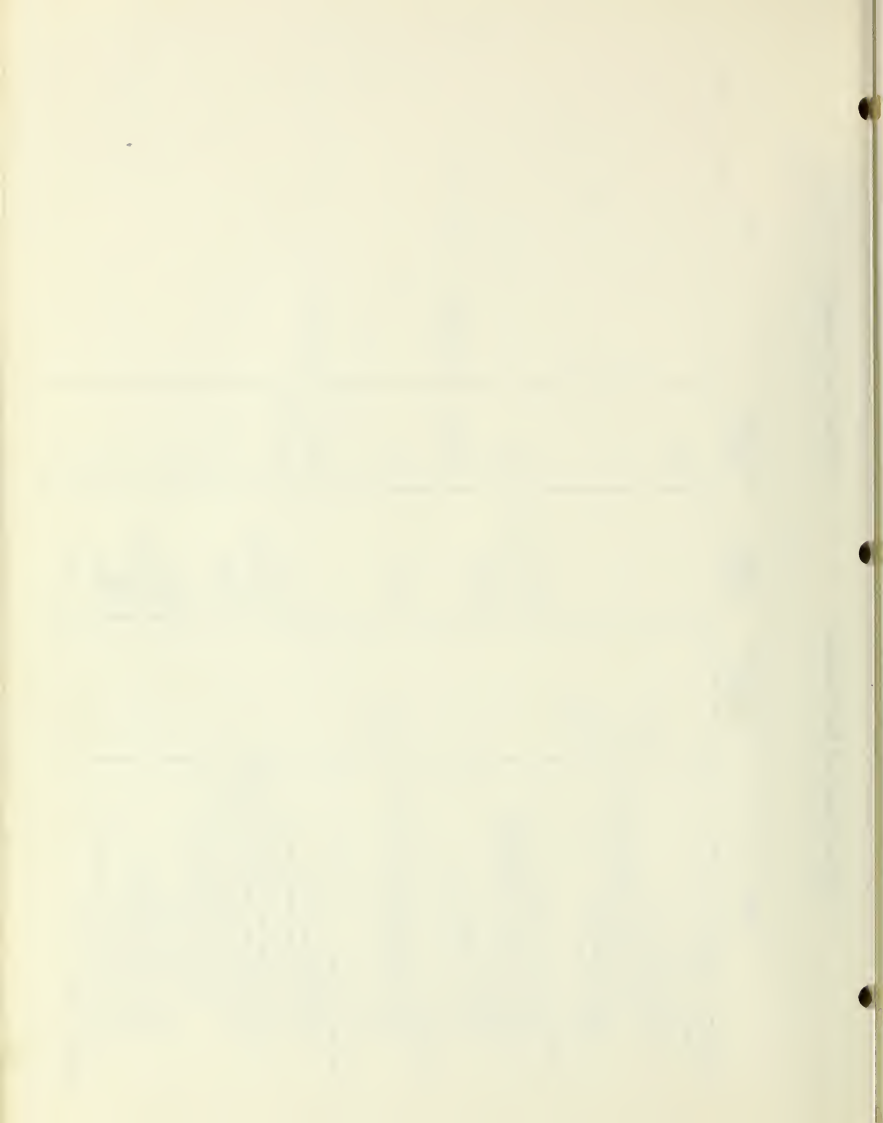
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
PUBLIC UTILITIES - CGSF Civil Service Positions Residence Requirements Temporary, Permanent, Acquisition		8,300 (a) 8,300 (f) 8,300 (g)		
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REIMBURSEMENT OF ACCUMULATED SICK LEAVE (See LEAVES)				
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REINSTATEMENT FOLLOWING PROMOTIVE APPT. AFTER LAY-OFF	32.03a			
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REPORT, REQ. FOR WRITTEN ACCT. OF CSC MATTERS	5.14			
REPRODUCTION - PRINTING CONTRACTS		7.100, 7.200	78-55	



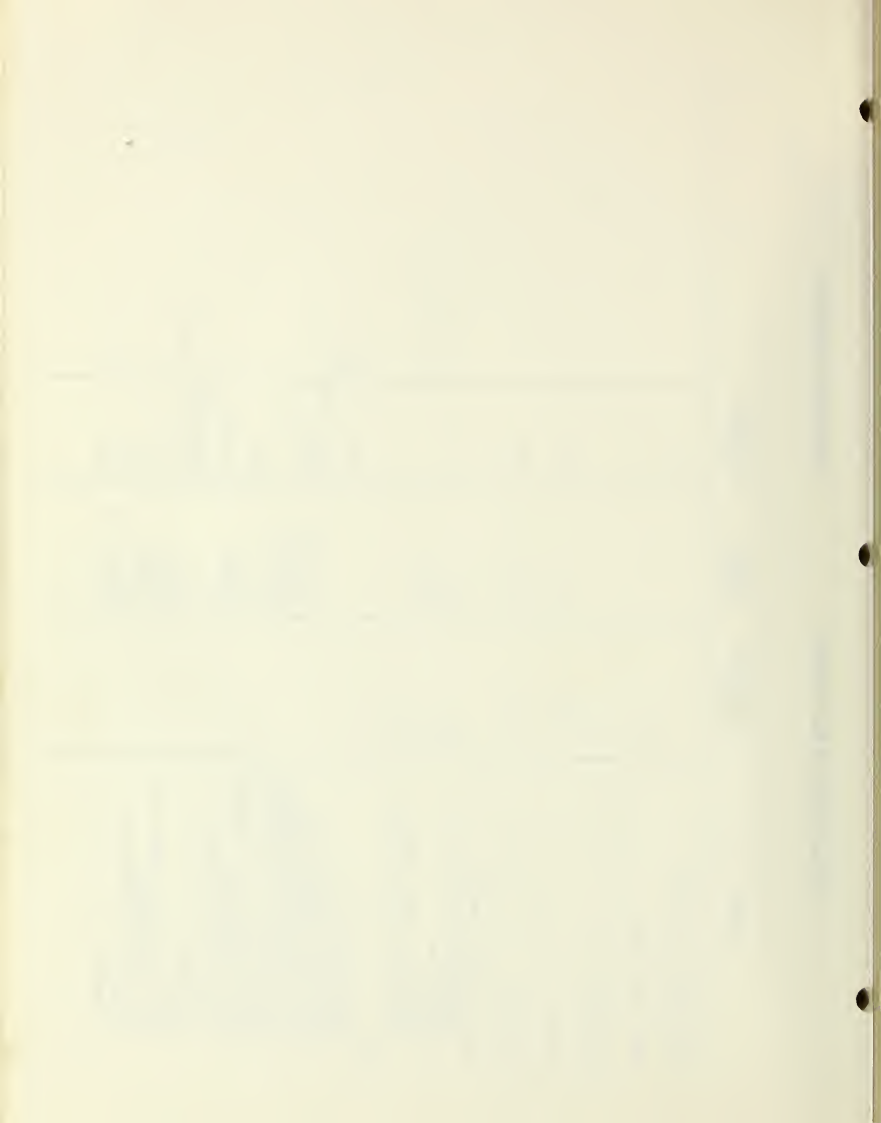
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
<b>REQUISITIONS</b> Authority of CSC to Authorize Permanent Requisition Cancellation, Effective Date of Flexible Staffing Permanent - Declaration As Power of Mayor to Review Priority of Requirement for Separate or Group Temporary	11.01.(c) 11.01.(f)  11.01.(d) 11.01.(a) 11.01.(b) 11.01.(c)	8.329, 6.207  8.329  8.329	78-3  76-38	ASO ASO ASO ASO
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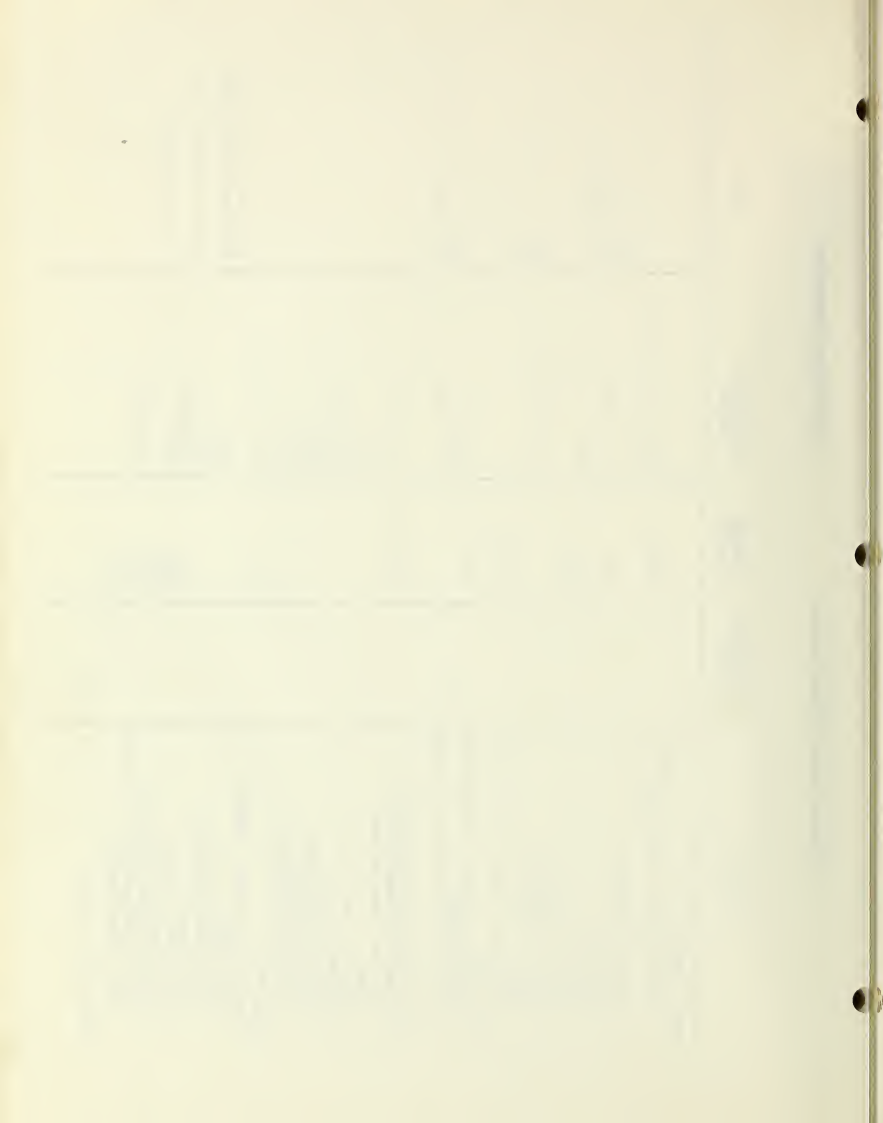
SUBJECT	CIVIL SERVICE RULES	CHARTER SECTIONS	CITY ATTORNEY OPINIONS	OTHER
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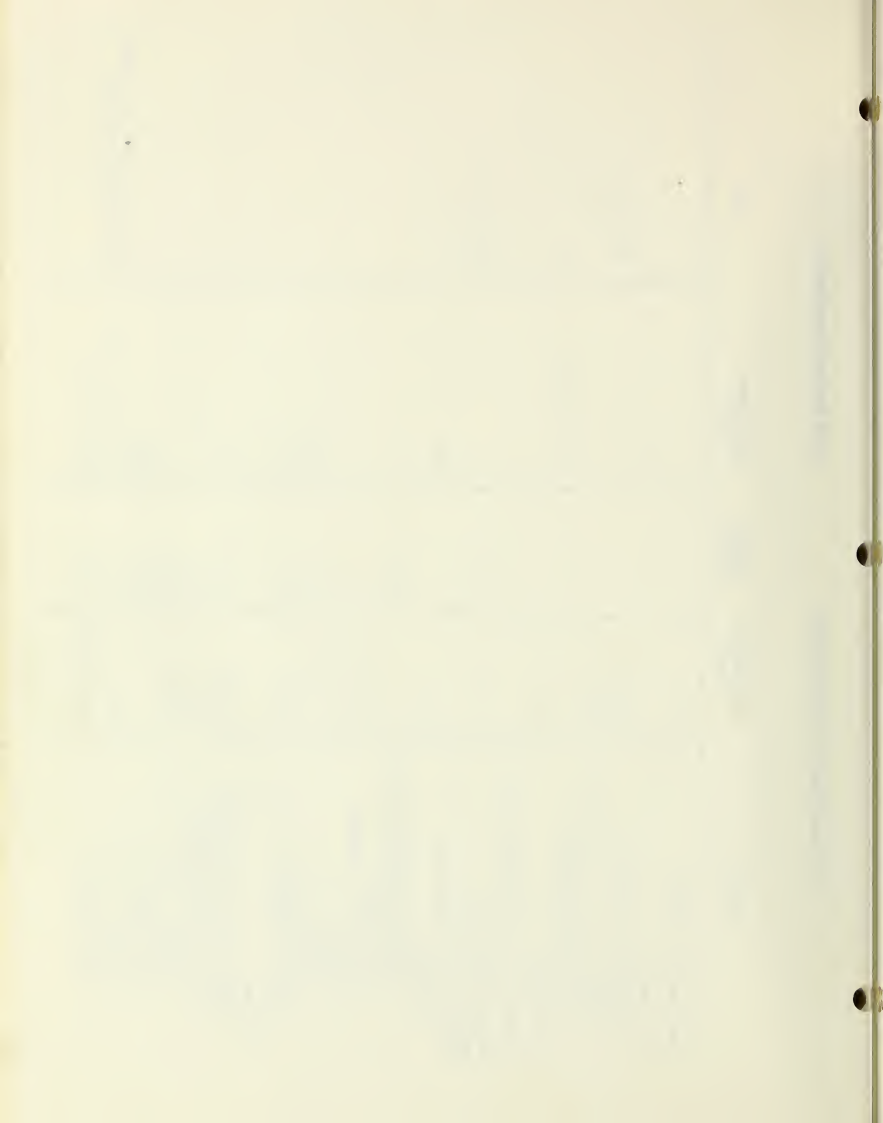
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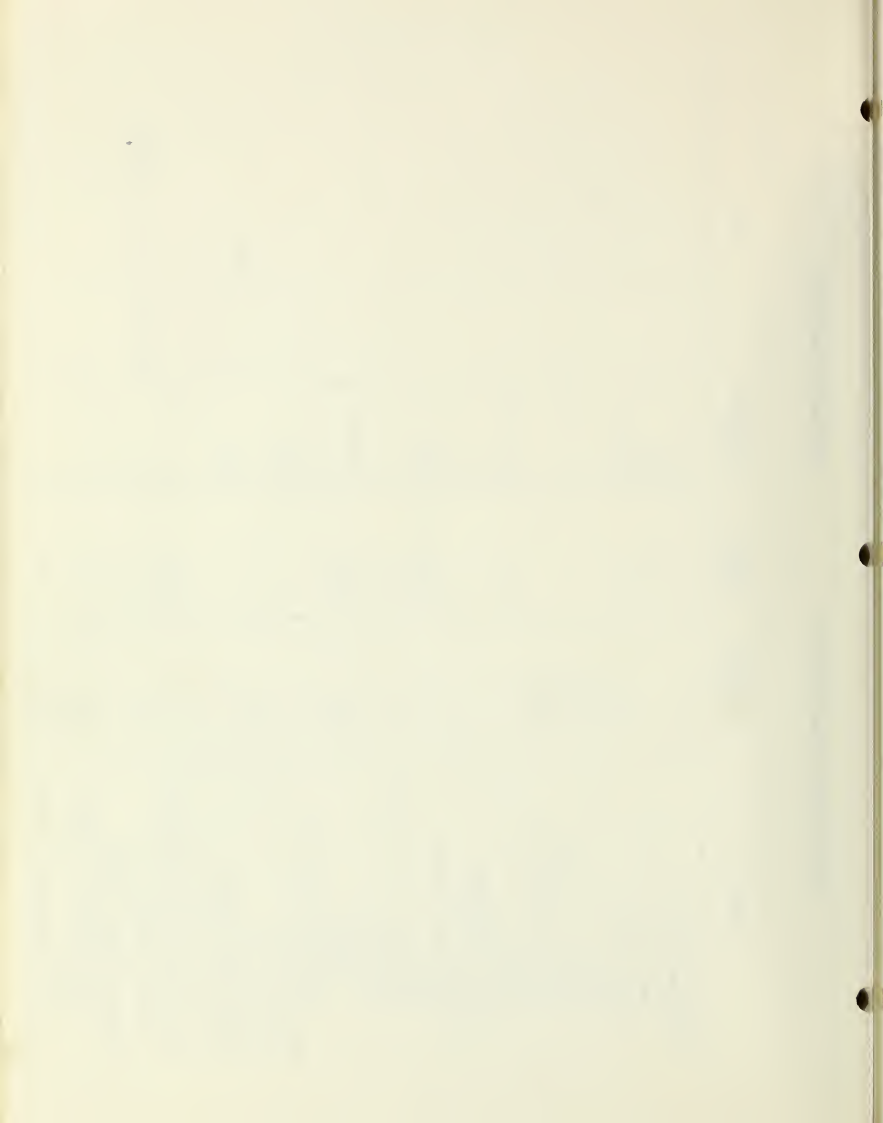
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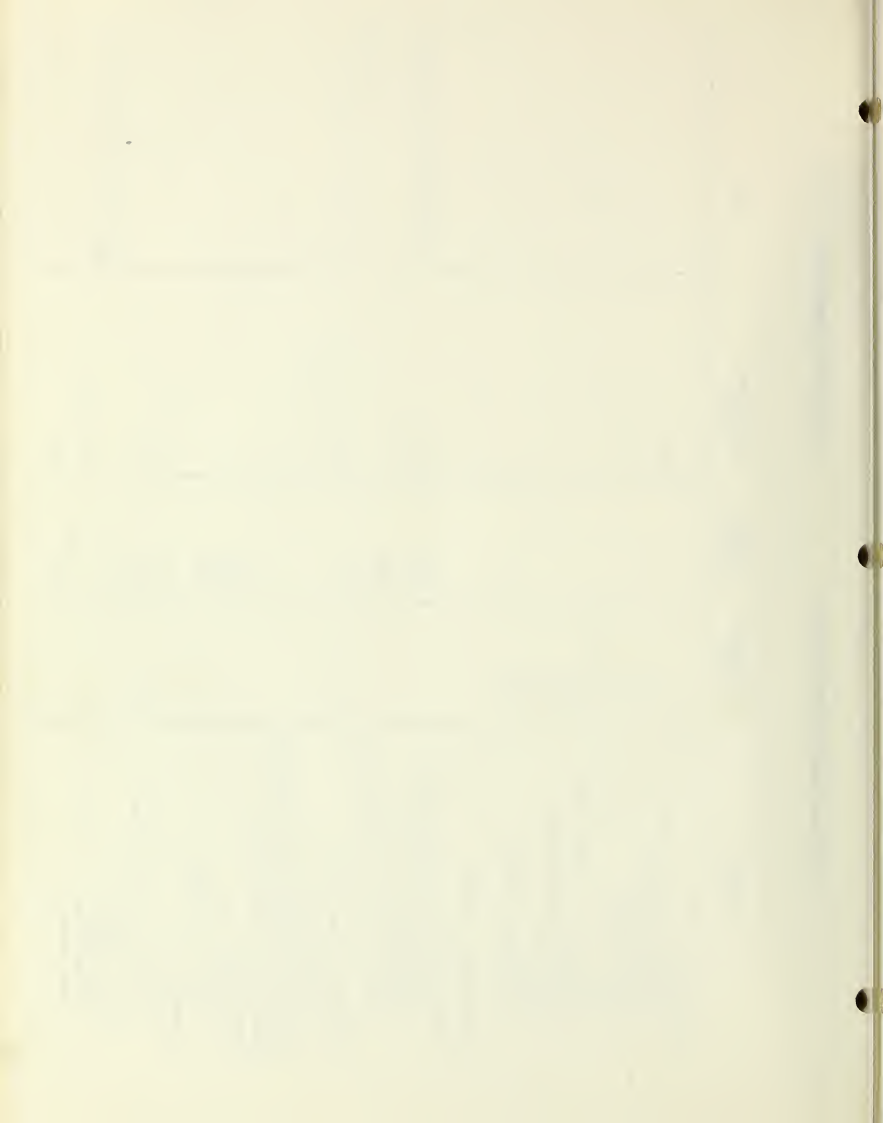
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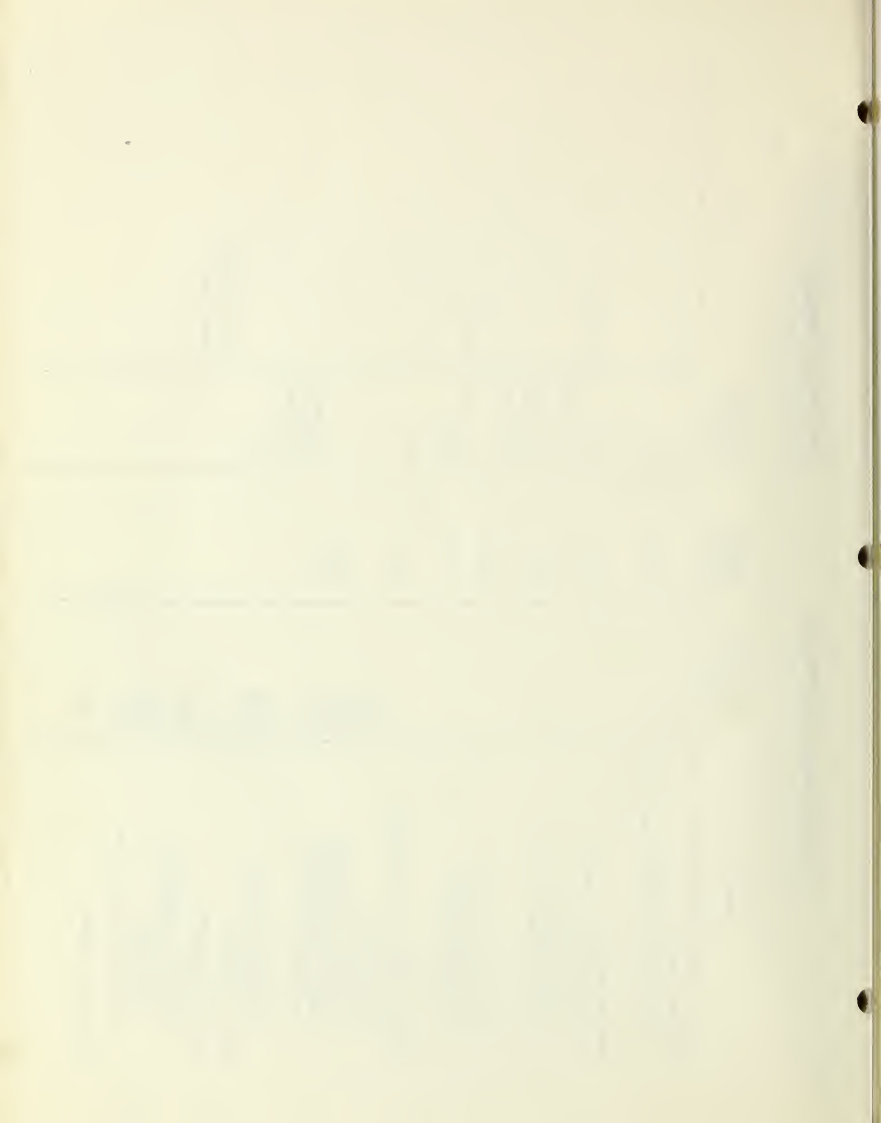


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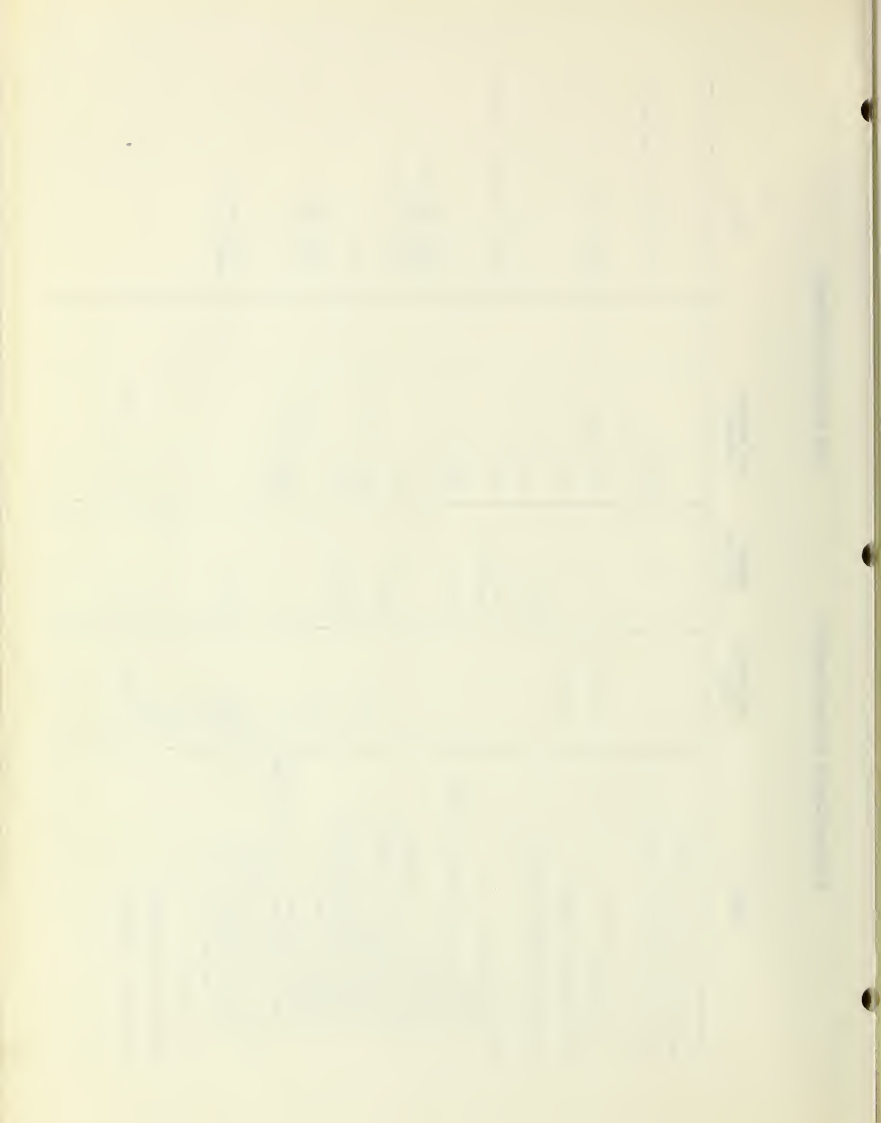
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